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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

*Mass. Dept. of Labor and Industries*  
REPORT  
of the  
BOARD OF CONCILIATION  
AND ARBITRATION

together with the  
DECISIONS RENDERED BY THE BOARD  
for the  
YEAR ENDING NOVEMBER 30, 1933



OFFICIALS

Commissioner  
EDWIN S. SMITH

Assistant Commissioner  
MARY E. MEEHAN

Associate Commissioners

(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION  
AND THE DIVISION OF MINIMUM WAGE)

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JOHN L. CAMPOS

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## REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION

EDWARD FISHER, *Chairman*, HERBERT P. WASGATT, JOHN L. CAMPOS.

On December 1, 1932, one joint application was pending. During the year 110 joint applications were filed (several of which included groups of employers), making a total of 111. Of these, 20 cases were abandoned, withdrawn or settled; decisions were rendered in 79 cases and 12 are now pending. In addition, three petitions for certificates of normality were filed.

### CONCILIATION

The year 1933 has been a very exacting one, calling upon the Board for constant and continued activity in its work of conciliation and arbitration of industrial disputes arising between employers and employees. The upturn in business, accompanied by an anticipation of further improvement therein, aroused the employees in many lines of industry to an effort to recover, in part at least, reductions previously made in their wage rates and to obtain changes in working conditions and hours of employment, with the result that numerous labor controversies arose, in many instances resulting in a cessation of work. The likelihood of this occurrence was referred to in the last annual report of the Board.

The improvement in business with the consequent increase in employment, stimulated by the National Industrial Recovery Act, commonly cited as the N. R. A., with its accompanying provision relative to collective bargaining, has naturally encouraged employees through organizations to seek recognition. While naturally this has led to confusion and conflict and some serious industrial controversies, yet all in all the situation has been met by both employers and employees in a spirit of accommodation. It is to be noted that the provision relative to collective bargaining under the N. R. A. has in some instances militated against the long-continued and harmonious relationships existing between employers and union employees, notably in the shoe industry in what is commonly known as the South Shore, in Brockton and vicinity.

By reason of the serious labor controversies occurring in the shoe industry, one of the leading industries of the commonwealth, the services of the Board have been to a considerable extent engaged in endeavoring to adjust the same. Previous to the depression, generally speaking, the shoe industry, especially the large manufacturing centers, operated under union agreements. During the depression, however, other than on the South Shore hereinbefore referred to, the employees became disorganized and what are commonly termed open-shop conditions in these centers became common. Early in the year, however, and continuing thereafter a determined effort was made by the employees, not only to restore their organizations to their former position in these manufacturing centers but also to extend the organization of employees into communities not theretofore organized. In this respect they were undoubtedly stimulated by the collective-bargaining provision contained in the N. R. A. Under these circumstances the resulting increase in labor controversies with a cessation of work presented to the Board difficulties involving not only wage rates, working conditions and hours but also union recognition. To meet this condition a basis of agreement for settlement was instigated by the Board, which is commonly known as the "Hudson Agreement," arising out of an adjustment made in Hudson in the shoe industry.

The following is a brief history and outline of this agreement. The foundation of this method of adjusting a labor controversy was laid in 1923 when an unusual condition arose in that the Armstrong Transportation Company, though finally in accord with its employees, taxicab drivers, as to the terms on which their relations as employer and employees were to continue, refused to sign a union agreement. A recommendation was then made by this Board that each party sign a separate agreement of the same tenor and file it with

the Board, this to be recognized as an agreement by each party with the Board to fulfill and carry out its terms. This was done and the controversy amicably adjusted.

In Hudson a labor controversy arose in the shoe industry, the details of which will be later referred to. This controversy finally assumed the aspect that the employer and employees were in accord, or nearly so, as to the terms of a settlement except the signing of a closed-shop agreement. This the manufacturer declined to do. With the foregoing adjustment in mind, the Board made a recommendation, incorporating therein as a basis of settlement substantially the terms on which the parties were more or less in accord, without the provision for a closed shop; the agreement to be filed with the Board after being signed by the representatives of the respective parties. Under this recommendation the employees enjoyed the benefit of what might be termed the usual provision of a union agreement as to working conditions, provisions for adjusting wages and hours of labor and the privilege of shop representation. The employer in turn was afforded the guaranty of continued work without cessation through strike or other action and was not restricted in his right of employment. This basis of settlement has proved to be a fair and reasonable one for adjusting a labor controversy where the issue, often insurmountable, arises under a demand for a closed shop, affording as it does a reasonable compromise, the employees securing practically all the requests except the closed shop and the manufacturer the guaranty above referred to. The result has naturally been that the employees are represented, to a great extent if not wholly, by a union agent and a trial period is afforded during the term of the agreement for the parties, employer and employees, to become actually acquainted with and experience the results of such contractual relations.

In the following the Board outlines briefly its major activities through conciliation in adjusting labor controversies in the shoe industry.

*Haverhill.* A strike of the shoe operatives took place in this city on March 6, ultimately involving about 8000 employees and practically paralyzing this industry. The demands were for increases in wages and the question of union recognition was also involved. This latter, however, was not a serious obstacle as the manufacturers as a rule were not opposed thereto. As a result of conferences of representatives of the parties it appeared that while the manufacturers were prepared to give some increase as a temporary basis of adjustment stated to be 10%, the employees were insistent on at least a 15% increase. Efforts to compose these differences proving ineffective, the Board held a public hearing on March 21 in the City Hall in Haverhill as a part of its investigation for the purpose of placing the responsibility for the strike and its continuance. At this hearing the employees were represented by Dennis A. Kelleher, district agent, and the manufacturers' association, comprising twenty-one members by Fred L. Cooper. Mr. Cooper, in speaking for these manufacturers, who represented so far as production was concerned but not in numbers a major portion of this industry, recognizing that there existed a great divergence in prices in the factories throughout the city and also recognizing that a readjustment in wage rates was justified, submitted the following suggestion as a temporary basis of settling the labor controversy: that a check-up be made and the manufacturers in the various grades pay the highest price for each operation which was being paid in any factory in that grade; thereby securing an equalization of prices based upon grades. It was also recognized that in many instances material increases in wage rates would follow from such equalization. During and after the completion of the hearing the Board submitted recommendations, which after further conferences and with interpretations were accepted by the parties as a basis of settlement, as follows:

"That the employees return to work immediately in the factories in Haverhill in so far as business conditions and employment warrant.

"That an investigation be commenced at once in each of the factories in which a labor controversy exists through expert assistants to be named by the locals and the manufacturers to check up the price-lists and de-



termine what is the highest price paid on March 6, 1933, in any of these factories for each operation in the various grades.

"This investigation to be made under the supervision of Mr. Cooper, representing the manufacturers, and Mr. Kelleher, representing the employees.

"The experts to be sworn in and serve at the expense of the commonwealth.

"The highest price paid on March 6, 1933, for any operation in any one of these factories to be the price paid to the employees for that work, same to start with the first pay-roll week."

This controversy was thereby adjusted and work was resumed on March 27. The experts nominated by the parties commenced the check-up of prices under the direct charge of Mr. Cooper and Mr. Kelleher, representing the Board. This check-up proved to be somewhat more of an undertaking than was anticipated. It was finally completed the latter part of May. The Board during this period was called upon on several occasions to make rulings and interpretations on issues arising. It has been estimated that the loss in pay-rolls to the employees during this controversy was at the rate of approximately \$150,000 per week.

*Newburyport.* On March 13 a strike of shoe operatives occurred in Newburyport. This strike affected about 2000 employees and was for an increase in wages and the accompanying demand for union recognition. Newburyport was what is commonly termed an open-shop town. Strong efforts were made by Mayor Morrill and other agencies to compose the differences. These efforts proving unsuccessful, the Board called a conference of the parties in the City Hall in Newburyport on March 31 and recommendations were made for adjustment. These recommendations not proving acceptable to the employees, further conferences were held and a date fixed and announced for holding a hearing to place the responsibility for the strike and its continuance. The conferences were resumed on the date set for the hearing and continued, with the result that finally an adjustment was reached and on April 8 six factories signed an agreement with the Shoe Workers' Protective Union, with a provision for arbitration of prices by the State Board.

*Hudson and Marlborough.* In March the employees of the Corbin-Holmes Company in Hudson made a demand for an increase in wages with an accompanying request for union recognition. The company posted notice granting an increase of 10% in wages, to be effective March 20. This being unsatisfactory to the employees they went on strike on that date. The company normally employed about 470 operatives. Conferences were held between the parties and also with the Board and as a result it was apparent that the parties were substantially in accord on terms of settlement except union recognition. This the company declined to accede to. The company, however, offered to submit the entire matter to the Board for arbitration but the employees declined to do so. As a result, having in mind the basis of adjustment reached in 1923 in the Armstrong Transportation controversy, which has been previously referred to, the Board made recommendations embodying in detail the terms of settlement without union recognition. The recommendations of the Board with some attached interpretations were finally accepted by both parties and thus the "Hudson Agreement" came into being. The employees returned to work on April 10.

A strike also occurred in the B. A. Corbin & Son Company of Marlborough on March 20, the company employing approximately 200 operatives. This company agreed to submit all the differences to arbitration, which was not acceptable to the employees, there being a demand for 15% increase in wages and a request for union recognition. The parties themselves after some conferences finally reached an adjustment on the basis of the Hudson settlement and the employees returned to work on April 14.

*Lowell.* In the past on several occasions unsuccessful efforts have been made to organize the employees in the shoe industry in this city. During the winter and spring such efforts were made on the part of the Shoe Workers' Protective

Union. A strike occurred on April 7, accompanied by demands upon the part of the employees for increased wages, improved working conditions, etc. The strike continued for several weeks, resulting ultimately in a cessation of work by between 3000 and 3500 employees. The controversy centered on the factory of the Becker Brothers Shoe Company, Inc., employing nearly one-third of these operatives. This factory took legal proceedings by way of injunction and continued to operate for some time. However, the disturbance became so serious, resulting in outbreaks and conflicts, that this factory finally closed and the company withdrew from the city. In one other factory, the C. V. Watson Company, very few of the employees quit work but on account of the continued hostile demonstrations this company removed its factory. Few employees left at the John Pilling Shoe Company, which company also took legal proceedings and continued work without serious interruption, although there were hostile demonstrations in the vicinity of this factory. Soon after the strike Mayor Slowey designated a citizens' committee of prominent men, who made strenuous and energetic efforts to compose the differences through conferences with representatives of the employers and of the employees. In the meantime the Board kept in close communication with the efforts being made to settle the differences, but in accordance with its established policy did not attempt to interfere or inject itself therein as long as this committee was continuing its efforts. Finally, the efforts of this committee proving unavailing, on April 27 an invitation was extended to the employees to confer with the Board at City Hall the following morning, and to the representatives of the employees to confer in the afternoon.

On April 28, at the conference in the morning only five manufacturers were represented; the United Novelty Shoe Company, Inc., the Merrimack Shoe Manufacturing Company, the Majestic Shoe Company, the Fashion Wood Heel Company and the Alden Wood Heel Company. The issues were discussed with these representatives in detail, the outstanding obstacle being the recognition of the union. In the afternoon the Board conferred with the representatives of the employees, including Mr. Nolan, the president of the Shoe Workers' Protective Union, the questions of increases in wages, improved working conditions and union recognition being discussed.

The Board on May 8 submitted to the twelve manufacturers and representatives of the employees its recommendations for the settlement of this controversy. These recommendations, however, were not accepted. The employers were unwilling to enter into a conference with the representatives of the employees. The Board, however, continued in its efforts and in the meantime his excellency, Governor Ely, conferred with the representatives of the parties in an effort to compose the differences. It seemed apparent to the Board that if any adjustment were to be made, in all probability it would have to be on the basis of the so-called "Hudson Agreement" hereinbefore referred to, and it renewed its efforts, having numerous conferences with the employers and representatives of the employees. As a final result, after joint conferences with representatives of the manufacturers and of the employees, which joint conferences the Board had finally succeeded in arranging, four factories—the United Novelty Shoe Company, Inc., the Merrimack Shoe Manufacturing Company, the Majestic Shoe Company and the Lowell Shoe Company—reached a tentative agreement which was acceptable to the employers and which the employees' committee was to submit to the employees for acceptance. At the meeting of the employees on May 24 this agreement was accepted as a basis of settlement and signed agreements were entered into by the Lowell Shoe Company, the Merrimack Shoe Manufacturing Company and the United Novelty Shoe Company, Inc., and the employees on Saturday, May 27, and the factories were reopened for employment on the following Monday. The Majestic Shoe Company was not represented at the meeting of May 27 but signed a similar agreement on June 10. This marked the end of a very severe labor controversy.

*Athol.* On March 24 a strike of the operatives of the Ansin Shoe Manu-



facturing Company and the Anwelt Shoe Company occurred, these two companies employing approximately 700 operatives. The agent of the Board visited Athol and endeavored to conciliate the differences. Later, however, the companies entered legal proceedings and while the legal proceedings were pending the chairman was called to Athol and conferred with the counsel and representatives of both parties. The result was that on April 21 an agreement was signed, based on the "Hudson Agreement," and the employees returned to work. The differences relative to prices were later arbitrated before the Board. The Merit Shoe Company, also of that city, employing about 400 operatives, signed a similar agreement a few days later and work was resumed.

*Salisbury.* On March 15 a strike of the employees of the Ruth Shoe Company in Salisbury occurred. This company had employed about 400 operatives. Various efforts were made to compose their differences and later legal proceedings were taken and an injunction issued limiting the picketing. All efforts for adjustment failing, the Board held a hearing in Salisbury on May 4 for the purpose of placing the blame for the strike and its continuance. In the meantime the Board continued with its efforts to secure an adjustment and, failing in this respect, held a further and final hearing on June 16. Further efforts to compose the differences having failed, the Board issued its report placing the responsibility for the strike and its continuance, a copy of which is contained in this report.

*Brockton.* For many years an agreement known as the "Stamp Contract" has existed between the manufacturers in Brockton, members of the Brockton Shoe Manufacturers' Association, and employees, members of the Boot and Shoe Workers' Union, under the terms of which all differences which could not be adjusted were arbitrated before the State Board. This contract has proved very valuable to both the employers and employees, as during a period of approximately 35 years only two major labor controversies have arisen resulting in the cessation of work, neither of which controversies had the sanction of the union officials. Recently changes were made in the organization machinery of this union in order to expedite the settlement of wage rates. This caused considerable disaffection and a large body of the workers expressed a feeling that under the collective-bargaining provision (Section 7-a of the National Industry Recovery Act) they were entitled to declare that the Boot and Shoe Workers' Union no longer represented their interests, even in face of existing contractual relations. A serious controversy followed, resulting in the fall in the cessation of work by thousands of employees in this city. Out of this controversy developed a new organization of employees known as the Brotherhood of Shoe and Allied Craftsmen, which enrolled in its membership the bulk of the employees and for the present has supplanted the Boot and Shoe Workers' Union as an active organization. The Boot and Shoe Workers' Union, however, still maintains its organization and a membership in this community.

Among the other serious controversies which have arisen is that of a strike of the leather workers in Peabody, Salem and Lynn, which occurred on March 25. This arose through the low wage rates paid in some instances and was accompanied by a further demand on the part of the employees for union recognition. In all about 8000 employees were involved. Strong efforts were made by local authorities to adjust this controversy. The Board through its agent endeavored to adjust these differences, supplementing the efforts of the mayors of the various communities. Later conferences were held in the office of the Board, with the employers on the morning of April 12 and with a committee of employees in the afternoon. At this time the Board discussed recommendations for an adjustment, but such recommendations were not acceptable to the employees and the controversy continued. Later a citizens' committee was appointed which took up the matter and was successful after very strenuous efforts in securing an adjustment through the signing of an agreement, having as its basis the "Hudson Agreement" already referred to. As a result this

controversy, which resulted in serious disturbances and outbreaks, was adjusted and employment resumed May 3.

*Outline and Comparison of Labor Controversies.* The frequency of labor controversies leads to a conclusion that the year 1933 is a record one in this respect. While the labor controversies have greatly increased over those of the past few years, notably since 1921 and more especially since 1924, from which latter date comparatively speaking such controversies have materially declined, yet it is interesting and illuminating to note the comparison with reference to the period during the latter part of and following the World War; for instance, from 1917 to 1920, both inclusive, it will be found that the industrial conflicts between employers and employees were greatly in excess of those arising during the year 1933. Taking the records available at this office, one finds that these controversies varied, during this period from 1917 to 1920, from 433 in one year to 319 in another, averaging for the four years 391. In comparison, the labor controversies for the current year are only about one-half of this average.

### ARBITRATION

The settlement of the many labor controversies in the shoe industry, both through the good offices of the Board and other agencies, resulted in the Board's being called upon to arbitrate prices in this industry in many centers throughout the commonwealth. Following the settlement of the strike of shoe operatives in Lynn, Boston and Chelsea during the winter, the Board in the spring arbitrated under a joint application the prices in these factories, thirty-nine in number, rendering its decision on June 19. In addition, the Board for the first time was called upon to grade factories. Later in the summer after a labor controversy in this district, a settlement of which was made in Washington, the Board was again called upon to arbitrate prices in forty-four factories. The duties in this respect were somewhat onerous, accompanied again with the obligation to grade the factories; nevertheless the Board completed its work and rendered a decision, dated November 6, but by reason of the difficulties arising in the grading of the factories this decision did not become operative until November 27. Among the other centers in which the Board acted as arbitrator in the shoe industry are Athol, Hudson, Lowell, Marlborough, Milford and Newburyport.

### LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES

#### CONCILIATION

*Industries Affected:* Baking, Bedding, Building, Coal, Clothing, Cranberry, Furniture, Granite, Hat, Harvesting, Milk, Necktie, Paper, Shoe, Tanning, Teaming, Textile, Theater.

*Principal Differences:* Wages, Working Conditions, Discharge.

#### ARBITRATION

*Industry Affected*  
Shoe

*Issues Arbitrated*  
Wages, Working Conditions, Discharge

### NORMALITY

Certificates of normality were granted to H. E. Fletcher Company of Chelmsford, Golden Leatherboard Company of Haverhill and the Methuen Heel Company of Methuen.



## PREFACE

In order to avoid unnecessary printing and to make the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly-authorized representatives concerning the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards . . .

In cases where expert assistance is not used, the decision is printed in full. The words at the end of each decision, "By the Board," etc., are omitted.

## DECISIONS

## W. L. DOUGLAS SHOE COMPANY—BROCKTON

DECEMBER 2, 1932

*the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and heelers and edgemakers. (111)*

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed upon women's shoes of the red-tag grade:

Per 24 Pairs

Velt:		
Nailing heels, one operation		\$0.1695
Shaving heels:		
10/8 and under:		
Rubber		.125
Leather		.105
Over 10/8 to 12/8:		
Rubber		.14
Leather		.12
Over 12/8:		
Rubber		.1545
Leather		.1345
Nailing bases		.1435
Placing rubber tops		.088
Nailing rubber tops, by machine		.107
Breasting heels		.066
Edgetrimming, regular work		.447
Edgesetting, two settings		.447
Littleway:		
Edgetrimming, regular work		.32
Edgesetting, two settings		.40
Edgesetting, two settings:		
Black and brown suede or satin		.48
White moire satin		.52
Felt:		
Breasting, 13/8 and over		.066
Shaving heels, double blocked, over 12/8		.2533
Littleway:		
Heeling, base and deck		.2691
Breasting, 13/8 and over		.0626
Shaving heels, double blocked, over 12/8		.2365

By agreement of the parties this decision is effective as of January 7, 1932, except as to the item of edgetrimming, regular work (Littleway), which takes effect from this date.

## DIAMOND SHOE CORPORATION—BROCKTON

DECEMBER 13, 1932

*the matter of the joint application for arbitration of a controversy between the Diamond Shoe Corporation of Brockton and skivers. (2)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that there shall be a reduction of 10% in the prices per day being paid by the Diamond Shoe Corporation at Brockton for skiving men's shoes, as the work is there performed.

## BRIDGEWATER WORKERS' CO-OPERATIVE ASSN.—BRIDGEWATER

FEBRUARY 21, 1933

*In the matter of the joint application for abritration of a controversy between the Bridgewater Workers' Co-operative Association, of Bridgewater, and employees*  
(4)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed and considered report of expert assistant nominated by the parties, the Board awards that there shall be no change in the prices paid by the Bridgewater Workers Co-operative Association at Bridgewater, for the work as there performed, except as follows:

Per Pair

## Machine cutting:

Bal. and blucher oxford, 10 pieces, including tongue:	
Black and colored sides, patent leather and grain leathers . . . . .	\$0.025
White and colored elk and black calf . . . . .	.026
Colored calf . . . . .	.03
Black vici . . . . .	.03
Tan vici . . . . .	.035
High bal. and blucher; extra . . . . .	.0025
Wing tip; extra . . . . .	.0025
Each two pieces added to base shoe . . . . .	.005
Leather linings:	
Blucher oxford and bal. oxford . . . . .	.006
Blucher, high shoe (six pieces); all leathers . . . . .	.015
Bal., high shoe (four pieces); all leathers . . . . .	.0115
Factory B, work shoe:	
Oxford (six pieces) . . . . .	.02
High shoe, black or colored (six pieces) . . . . .	.0225
Tongues; per 100 pairs, \$0.40.	
Backstays; per 100 pairs, \$0.215.	

Skiving; per week, \$24.70.

## Sole-leather department:

Per 100 Pairs

Channeling innersoles; per 24 pairs, \$0.7.	
Cementing innersole lip . . . . .	\$0.085
Lip-setting . . . . .	.15
Cutting and forming cloth . . . . .	.20
Trimming cloth . . . . .	.18

## Stitching department:

Per 24 Pairs

Folding, Glass machine:	
Circular oxford . . . . .	\$0.09
Blucher oxford . . . . .	.10
Regular bal. . . . .	.10
Regular blucher . . . . .	.11
Cord on tops; extra . . . . .	.02
Cementing for folding; bal., blucher and oxford tops . . . . .	.0275
Cementing clip and folding backstay . . . . .	.03
Undertrimming (work held on), oxford . . . . .	.24
Burnishing tips . . . . .	.045
Burnishing vamps . . . . .	.10
Punching tips . . . . .	.03
Doubling:	
Tips . . . . .	.035
Long vamps or circular vamps . . . . .	.045
Oxford or regular tops . . . . .	.05
Seaming:	
Vamps . . . . .	.055
Whole-quarter blucher . . . . .	.065
Blind-staying, two-needle U. S. machine . . . . .	.0475
Sorting:	
Tops . . . . .	.02
Linings . . . . .	.02
Marking linings . . . . .	.04
Trimming blucher facings . . . . .	.03

Per 24 Pairs

Perforating:	
Safety box . . . . .	\$0.06
Circular vamp . . . . .	.06
High-cheek vamp . . . . .	.08
Foxing . . . . .	.06
Making linings:	
Seaming oxford lining . . . . .	.04
Bal. oxford; stitching and holding toe lining to quarter lining and seaming lining; one seam . . . . .	.115
Stitching heelstay, two-needle automatic machine . . . . .	.065
Stitching backstay:	
Oxford or high shoe . . . . .	.1325
Blucher . . . . .	.19
Taped, one operation . . . . .	.07
Stitching on clip backstay, automatic machine . . . . .	.04
Hooking . . . . .	.054
Eyeletting . . . . .	.06
Eyeletting to top of shoe . . . . .	.10
Wing tips:	
Burnishing:	
One-half wing tip . . . . .	.06
Three-quarter . . . . .	.08
Full-wing tip . . . . .	.09
Perforating:	
One-half wing tip . . . . .	.1875
Three-quarter and full-wing tips . . . . .	.23
Pinking:	
One-half wing tip . . . . .	.1875
Three-quarter and full-wing tips . . . . .	.23
Stitching:	
One-half wing tip:	
One row, cemented on . . . . .	.1375
One and one, cemented on . . . . .	.275
Two rows, cemented on . . . . .	.195
Two and one, cemented on . . . . .	.3325
Two and two, cemented on . . . . .	.39
If held on; extra . . . . .	.09
Three-quarter or full-wing tip:	
One row, cemented on . . . . .	.1775
One and one, cemented on . . . . .	.355
Two rows, cemented on . . . . .	.205
Two and one, cemented on . . . . .	.3825
Two and two, cemented on . . . . .	.41
If held on; extra . . . . .	.095
Vamping:	
Circular vamps; including holding tongue:	
Two rows, two-needle machine . . . . .	.42
Two rows, one-needle machine . . . . .	.50
Bluchers:	
Two space rows, one-needle machine:	
No bar . . . . .	.50
With bar . . . . .	.56
Four rows, no bar; two-needle machine . . . . .	.57
Patterns Nos. 34, 343 and N-336 . . . . .	.57
Pattern No. 26 . . . . .	.51
Pattern No. 27 . . . . .	.85
Lasting department:	
Tacking and chalking innersoles (no trimming) . . . . .	.05
Assembling; including chalking with dry chalk and pasting counters by machine . . . . .	.16
Pulling-over by machine, including slipping box . . . . .	.26
Staple side-lasting; including tacking counters . . . . .	.26
Operating, bed machine; black or colored leathers . . . . .	.64
Extras:	
Nailing heelseats . . . . .	.15



Safety box . . . . .	\$0.10
Long counter:	
Assembling . . . . .	.15
Side-lasting . . . . .	.18
Center perforation:	
Pulling-over . . . . .	.04
Operating . . . . .	.04
Cushion innersoles:	
Tacking innersoles . . . . .	.05
Assembling . . . . .	.07
Pulling-over . . . . .	.07
Side-lasting . . . . .	.10
Operating . . . . .	.15
High toes, operating . . . . .	.11
Factory B:	
Tacking and chalking innersoles (no trimming) . . . . .	.04
Pulling-over:	
Plain toe . . . . .	.16
Tip . . . . .	.24
Box; no extra. . . . .	
Side-lasting . . . . .	.24
Operating:	
Tip . . . . .	.62
Box . . . . .	.62
Safety box . . . . .	.70
Making department:	
Trimming toes . . . . .	.04
Pulling tacks and toe wire . . . . .	.05
Trimming seams . . . . .	.06
Butting welts . . . . .	.03
Knocking-out tacks . . . . .	.04
Tacking shanks . . . . .	.04
Filling bottoms . . . . .	.04
Cementing bottoms . . . . .	.025
Finding, sizing, wetting and laying soles . . . . .	.08
Opening channels . . . . .	.035
Laying channels . . . . .	.035
Cementing channels . . . . .	.03
Separating stitches . . . . .	.075
Leveling; including pounding if necessary . . . . .	.075
Nailing heelseats . . . . .	.045
Beating welts . . . . .	.047
Jointing . . . . .	.07
Pulling lasts by machine . . . . .	.045
Factory B:	
Trimming toes . . . . .	.03
Pulling tacks and toe wire . . . . .	.035
Trimming seams . . . . .	.058
Butting welts . . . . .	.025
Knocking-out tacks . . . . .	.03
Tacking shanks . . . . .	.025
Filling bottoms . . . . .	.038
Cementing bottoms . . . . .	.025
Finding, sizing, wetting and laying soles . . . . .	.065
Leveling (no pounding) . . . . .	.065
Nailing heelseats . . . . .	.0425
Pulling lasts by machine . . . . .	.04
Solefastening department:	
Welting:	
Regular work . . . . .	.24
Cork welt; price and one-half. . . . .	
Storm welt; price and one-quarter. . . . .	
Goodyear stitching, surface or fudge stitch . . . . .	.36
Roughrounding . . . . .	.15

Factory B:	
Welting:	
Regular work . . . . .	\$0.22
Cork welt; price and one-half.	
Storm welt; price and one-quarter.	
Heeling department:	
Heeling, Model B machine . . . . .	.15
Heel-shaving, rubber or leather . . . . .	.09
Heel-breasting:	
Regular work . . . . .	.05
Orthopedic heel; price and one-half.	
Heel-slugging, one row . . . . .	.07
Edgemaking department:	
Edgetrimming, including wetting:	
Square in and out . . . . .	.35
Round shank . . . . .	.43
Jointing . . . . .	.07
Edgesetting, one setting . . . . .	.27
Finishing department:	
Scouring heels, two papers; leather or rubber . . . . .	.10
Scouring heel-breasts . . . . .	.03
Blacking:	
Bottoms . . . . .	.08
Bottoms and top-pieces . . . . .	.09
Scouring:	
Top-pieces . . . . .	.05
Bottoms . . . . .	.14
Bleaching bottoms . . . . .	.035
Gumming, two operations:	
Bottoms . . . . .	.135
Bottoms and top-pieces . . . . .	.15
Polishing:	
Bottoms . . . . .	.15
Bottoms and top-pieces . . . . .	.17
Treeing department:	
Patent leather . . . . .	.65
Vici . . . . .	.65
Russia calf; cleaning, washing, two coats of dressing and ragging . . . . .	.70
Dressing:	
One coat . . . . .	.06
Each additional coat . . . . .	.05
Ironing tops . . . . .	.08
Repairing:	
Russia . . . . .	.18
Sport shoes . . . . .	.20

## LYNCO SHOE MANUFACTURING COMPANY—LYNN

APRIL 4, 1933

*In the matter of the joint application for arbitration of a controversy between the Lynco Shoe Manufacturing Company of Lynn and stitchers. (6)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines that the stitcher in question shall be reinstated by the Lynco Shoe Manufacturing Company at Lynn, as the company was not justified in discharging her.

## KNIPE BROTHERS, INC.—HAVERHILL

MAY 8, 1933

*In the matter of the joint application for arbitration of a controversy between Knipe Brothers, Inc., shoe manufacturer of Haverhill, and lasters. (7)*

The Board awards that the following prices shall be paid by Knipe Brothers, Inc., at Haverhill, for the work as there performed:

	Per 12 Pairs	
	Class 1	Class 2
Assembling lasts, uppers and innersoles . . . . .	\$0.65	\$0.055

	Per 12 Pairs	
	Class 1	Class 2
Tacking innersoles, five tacks . . . . .	\$0.26	\$0.02
Trimming innersole heels, by hand . . . . .	.018	.016
Assembling, including picking counters . . . . .	.097	.08
Chalking heels (wet chalk), separate operation . . . . .	.008	.0075
Chalking toes (wet chalk), separate operation . . . . .	.008	.0075
Putting papers in heels . . . . .	.016	.014
Pulling, including slipping box toes . . . . .	.148	.125
Side-lasting, spindling shanks and putting in counter tacks . . . . .	.146	.125
Bed-lasting, including anchor tacks; all leathers except extra heavy and all boxes except leather . . . . .	.355	.325
Extras:		
Turning back tips . . . . .	.024	.021
Extra heavy leather . . . . .	.024	.021
Leather boxes . . . . .	.032	.03

### LIBERTY SHOE COMPANY—LYNN

MAY 10, 1933

*In the matter of the joint application for arbitration of a controversy between the Liberty Shoe Company of Lynn and cutters. (34)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the price for cutting pattern No. 485 in the factory of the Liberty Shoe Company at Lynn shall be \$0.90 per 36 pairs (less the percentage agreed upon), for the work as there performed.

### ARROW SHOE COMPANY—BOSTON

MAY 22, 1933

*In the matter of the joint application for arbitration of a controversy between the Arrow Shoe Company of Boston and stitchers. (30)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines that the Arrow Shoe Company of Boston was within its rights in discharging the three employees in question

### HARVARD SHOE COMPANY—BOSTON

JUNE 2, 1933

*In the matter of the joint application for arbitration of a controversy between the Harvard Shoe Company of Boston and employees. (33)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harvard Shoe Company at Boston, for the work as there performed:

	Per 36 Pairs
Tacking-on straps by hand . . . . .	\$0.54
Roughing straps . . . . .	.12
Sole-laying . . . . .	.10
Conveying . . . . .	.25

By agreement of the parties this decision shall take effect as of May 25, 1933, the date of beginning the work in question.

### SANDLER SHOE AND ARCH SUPPORT COMPANY—LYNN

JUNE 13, 1933

*In the matter of the joint application for arbitration of a controversy between the Sandler Shoe and Arch Support Company of Lynn and employees. (8)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Sandler Shoe and Arch Support Company at Lynn shall pay an increase of 15% on all operations submitted, except as follows:

	Per Week
Packing room:	
Packers and repairers . . . . .	\$18.00



Minor operations in packing room:

First three months . . . . .	\$11.25
Thereafter . . . . .	13.50

By agreement of the parties this decision shall take effect from April 20, 1933, to August 1, 1933.

### SHALIT SHOE COMPANY—LYNN

JUNE 13, 1933

*In the matter of the joint application for arbitration of a controversy between the Shalit Shoe Company of Lynn and employees. (14)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Shalit Shoe Company to employees at Lynn, for the work as there performed:

Cutting room: Per 36 Pairs

Cutting by hand:

Outsides:

Blucher oxfords, without tongues . . . . .	\$0.594
Pumps, without straps . . . . .	.594
Boots, without tongues . . . . .	.792
Wing tip and saddle, without tongue . . . . .	.726
Hand-dinking perforation on tips . . . . .	.055
Hand-dinking cut-out on vamp or quarter . . . . .	.055
Imitation quarter lining, pump and oxford . . . . .	.132
Leather quarter lining for oxford and pump . . . . .	.264
Drill quarter lining for boots . . . . .	.088
Lining for sandals . . . . .	.0825

Cutting by machine:

Outsides:

Bulcher oxfords, without tongues . . . . .	.352
Pumps, without straps . . . . .	.352
Wing tip and saddle, without tongues . . . . .	.484
Wing tip, full quarter, without tongues . . . . .	.418
Boots, without tongues . . . . .	.462
Tongues for oxfords . . . . .	.044
Tongues for boots . . . . .	.066
Hand-dinking tongues for oxfords . . . . .	.033
Hand-dinking tongues for boots . . . . .	.05
Sandals, outside upper . . . . .	.198
Sandals, inside upper . . . . .	.198
Hand-dinking outside straps for two-strap sandal . . . . .	.088
Hand-dinking linings for two-strap sandal . . . . .	.044
Hand-dinking medallion on vamp . . . . .	.066
Imitation quarter lining for oxford . . . . .	.099
Drill lining for vamps, pumps and boots . . . . .	.033
Hand-dinking straps for pumps . . . . .	.055
Hand-dinking strap lining for pumps . . . . .	.033
Hand-dinking outside single strap, for T strap . . . . .	.044
Hand-dinking strap lining for T strap . . . . .	.022
Hand-dinking perforations, full vamp . . . . .	.132
Lining for sandals . . . . .	.044

Stitching room:

Oxfords:

Stamping linings . . . . .	.033
Closing linings . . . . .	.044
Closing uppers . . . . .	.05
Staying . . . . .	.05
Top-stitching . . . . .	.33
Sewing tongue with vamp . . . . .	.132
Sewing tongue with unlined vamp . . . . .	.10
Vamping . . . . .	.44
Eyeletting . . . . .	.066
Lacing . . . . .	.05
Trimming quarters . . . . .	.066

	Per 36 Pairs
Trimming vamps . . . . .	\$0.033
Lining tongues . . . . .	.132
Skiving . . . . .	.044
Stitching wing tip . . . . .	.132
Stitching saddles . . . . .	.132
Stitching and perforating eyelet row, one operation . . . . .	.099
Imitation moccasin toe . . . . .	.033
<b>Boots:</b>	
Vamping . . . . .	.55
Stamping . . . . .	.033
Closing lining . . . . .	.05
Facing on lining . . . . .	.242
Closing uppers . . . . .	.055
Staying . . . . .	.055
Top-stitching . . . . .	.333
Stitching tongue with vamp . . . . .	.132
Sewing tongue without lining . . . . .	.099
Eyelets . . . . .	.088
Eyelet row . . . . .	.165
Trimming quarter . . . . .	.066
Trimming vamp . . . . .	.033
Lacing . . . . .	.066
Lining tongues . . . . .	.132
Marking . . . . .	.033
<b>One-strap:</b>	
Stamping . . . . .	.033
Making linings . . . . .	.264
Stitching strap . . . . .	.099
Vamping . . . . .	.264
Top-stitching . . . . .	.396
Buckling . . . . .	.165
Binding . . . . .	.308
Cut-out on quarter . . . . .	.165
Cut-out on vamp . . . . .	.132
Perforating strap . . . . .	.033
Cementing quarter for cut-out . . . . .	.044
Overlay on vamp . . . . .	.165
Marking quarter . . . . .	.022
Marking vamps and quarters . . . . .	.033
<b>Two-strap sandal:</b>	
Stitching two-strap . . . . .	.165
Buckles . . . . .	.198
Top-stitching . . . . .	.44
Backstitching quarter . . . . .	.165
<b>T-strap sandal:</b>	
Stitching one strap . . . . .	.088
Buckling . . . . .	.165
Top-stitching . . . . .	.385
Backstitching quarter . . . . .	.165
<b>Making room:</b>	
Putting up lasts . . . . .	.033
Tacking innersoles . . . . .	.066
<b>Assembling:</b>	
Boxes and counters . . . . .	.15
Lined shoes . . . . .	.165
Tacking backs . . . . .	.033
Staple lasting, lined shoes . . . . .	.44
Pulling tacks from bottom . . . . .	.033
Cementing outersoles . . . . .	.033
Cementing bottom of shoes . . . . .	.044
Laying soles . . . . .	.077
Rounding . . . . .	.11
<b>Goodyear stitching:</b>	
Oak . . . . .	.55
Rubber . . . . .	.495

Per 36 Pairs

Chrome . . . . .	\$0.55
Leveling . . . . .	.08
Heeling . . . . .	.176
Trimming foreparts . . . . .	.264
Trimming heels . . . . .	.088
Scouring heels . . . . .	.088
Edge-painting . . . . .	.04
Edge-setting . . . . .	.12
Polishing bottoms, natural . . . . .	.05
Bleaching bottoms and finishing . . . . .	.165
Pulling lasts . . . . .	.055
Pulling tacks from backs . . . . .	.015
Stamping bottoms . . . . .	.03
Ironing and cleaning:	
Oxfords:	
Patent leather . . . . .	.275
Gun metal . . . . .	.11
Elk . . . . .	.275
Patent-leather pumps . . . . .	.275
Tan . . . . .	.11
Dressing, without cleaning . . . . .	.055
Black and white shoes . . . . .	.385
Doped leather . . . . .	.275
Boots:	
Patent leather . . . . .	.33
Gun metal, including dressing . . . . .	.165
Tan, including dressing . . . . .	.165
Elk . . . . .	.33
Packing room:	
Packers and repairers . . . . .	Per Week \$18.00
Minor operations in packing room:	
First three months . . . . .	11.25
Thereafter . . . . .	13.50
By agreement of the parties this decision shall take effect from April 20, 1933,	
August 1, 1933.	

## NEW ENGLAND SHOE MANUFACTURING COMPANY, INC.—LYNN

JUNE 13, 1933

On the matter of the joint application for arbitration of a controversy between the New England Shoe Manufacturing Company, Inc., of Lynn and employees. (13)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the New England Shoe Manufacturing Company, Inc., at Lynn shall pay an increase of 15% on all operations submitted, except as follows:

Packing room:		Per Week
Packers and repairers . . . . .		\$18.00
Minor operations in packing room:		
First three months . . . . .		11.25
Thereafter . . . . .		13.50

By agreement of the parties this decision shall take effect from April 20, 1933, August 1, 1933.

## ENGEL-CONE SHOE COMPANY—BOSTON

JUNE 13, 1933

On the matter of the joint application for arbitration of a controversy between the Engel-Cone Shoe Company of Boston and employees. (17)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Engel-Cone Shoe Company Boston shall pay an increase of 10% on all operations submitted, except as follows:



Packing room:	Per Week
Packers and repairers . . . . .	\$18.00
Minor operations in packing room:	
First three months . . . . .	11.25
Thereafter . . . . .	13.50

Sole-leather room; no change (week work).

By agreement of the parties this decision shall take effect from April 20, 1933, to August 1, 1933.

### SHOE MANUFACTURERS—BOSTON, LYNN, CHELSEA

JUNE 19, 1933

*In the matter of the joint applications for arbitration of a controversy between employees and the Arrow Shoe Company, Boston Quality Shoe Company, Clayman Shoe Company, Dartmouth Shoe Company, Harvard Shoe Company, Lynn Ideal Shoe Company, Marmon Shoe Company, Publix Shoe Company, Scholnick Shoe Company, Stratford Shoe Company, Unity Shoemakers, Inc., Waban Shoe Company, Wellesley Shoe Company (members of New England Shoe Manufacturers' Association, Boston); Alberts Shoe Company, Barr & Bloomfield Shoe Company, Economy Shoe Company, Farina-Chaves Shoe Company, Federal Shoe Company, Fenway Shoe Company, Geller Shoe Company, Lastwell Shoe Company, Liberty Shoe Company, Lynncraft Shoe Company, Made-Well Shoe Company, Marvel Shoe Company, Mayflower Shoe Company, Troy Shoe Company, (members of Allied Shoe Manufacturers' Association, Lynn); and Beacon Shoe Company, Century Shoe Company, Eleanor Shoe Company, Grant Shoe Company, A. Jacobs & Sons Company, Inc., Souvenir Shoe Company, (Lynn); Pilot Shoe Company, Weldon Shoe Company (Chelsea); Banner Shoe Company, Gold Seal Shoe Corporation, Prospect Shoe Company, Signal Shoe Company (Boston). (8-12, 15, 16, 18-20, 25-28)*

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the prices to be paid for operations in all departments, except as hereinafter enumerated, upon the shoes designated by the parties as a "\$3 seller" shall be 35% less on piece prices and 25% less on time rates than the prices existing in Lynn in 1928, based upon the decisions of the Board.

Exceptions:	Per 36 Pairs
Compo shoes:	
Stockfitting department:	
Outersoles:	
Roughing:	
Bresnahan machine . . . . .	\$0.10
United Shoe machine . . . . .	.05
Cementing; Bresnahan or United Shoe machine . . . . .	.10
Trimming margin on Apex machine:	
Forepart . . . . .	.05
Shank . . . . .	.03
Trimming margin on edgetrimming machine:	
Heel to heel . . . . .	.075
Ball to ball . . . . .	.05
Punching holes in heelseat . . . . .	.04
Moulding outsoles (conformer) . . . . .	.08
Treating outsoles, including laying out and picking up . . . . .	.18
Moulding outsoles (onformer) . . . . .	.08
Lasting department:	
Bed lasting, toe only . . . . .	.60
Bed lasting, toe only; Colton process . . . . .	.75
Heelseat-lasting, including hand ironing if needed . . . . .	.14
Marking shanks . . . . .	.07
Roughing by machine:	
Forepart . . . . .	.14
Shank . . . . .	.14
All around, one operation . . . . .	.25
Wheeling shanks by machine . . . . .	.06
Cementing by machine and filling . . . . .	.18
Cementing by hand and filling . . . . .	.25

	Per 36 Pairs
Laying filler . . . . .	\$0.045
Laying filler, hot roll . . . . .	.08
Tacking soles by machine . . . . .	.12
Laying soles on conveyor, including applying solvent . . . . .	.27
Cementing bottoms, no filler:	
By machine . . . . .	.15
By hand . . . . .	.17
Laying soles, United Shoe machine:	
Including applying solvent . . . . .	.36
No solvent . . . . .	.27
Applying solvent, United Shoe machine . . . . .	.09
Wood-heeling, string system, Louis heels:	
Fitting:	
By hand . . . . .	.65
By machine . . . . .	.36
Rasping by machine . . . . .	.09
Cementing flaps:	
By hand . . . . .	.126
By machine . . . . .	.09
Sticking up flaps, boning and cutting top-lifts and pounding heelseats . . . . .	.45
Trimming flaps:	
By machine . . . . .	.12
By hand . . . . .	.20
Finishing, whole job (one man) . . . . .	1.00
Packing department:	
Putting in sock linings and heel-pods . . . . .	.155
Putting in sock linings . . . . .	.125
Packing . . . . .	.25
Lacing shoes, single eyelet, and tucking in . . . . .	.065
Buckling shoes . . . . .	.065
Putting sticks in shoes . . . . .	.065
Cleaning linings . . . . .	.065
Singeing . . . . .	.065
Pressing counters by machine . . . . .	.06
Lacing and putting on acorns . . . . .	.18
Lacing ribbons through shoe and putting on acorns . . . . .	.36
	Per Week
Packing and repairing . . . . .	\$18.00
Minor operations:	
First three months . . . . .	11.25
Thereafter . . . . .	13.50

With the foregoing prices as a base, piece prices to be paid for operations on shoes designated as a "\$2 seller" shall be 12½% less. The piece prices to be paid for operations on shoes designated as a "\$4 seller" shall be 12½% more. The piece prices to be paid for operations on shoes designated as a "\$5 seller" shall be 12½% more than the prices to be paid for the shoes designated as a "\$4 seller."

In all grades the percentage less than the regular price shall be as follows: misses' shoes, 12½% less than the prices for women's; children's and infants' shoes, 12½% less than the prices for misses'.

#### PARAMODE SHOE COMPANY—HAVERHILL

JULY 12, 1933

*In the matter of the joint application for arbitration of a controversy between the Paramode Shoe Company of Haverhill and employees. (50)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the employees of the Paramode Shoe Company at Haverhill are entitled to the so-called back pay from May 8 to May 29, 1933.

#### DARTMOUTH SHOE COMPANY—BOSTON

JULY 13, 1933

*In the matter of the joint application for arbitration of a controversy between the Dartmouth Shoe Company of Boston and wood-heelers. (42)*

Having considered said application and heard the parties by their duly authorized

representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Dartmouth Shoe Company at Boston for tacking heels on sole-laying and staple-tacking machine, for the work as there performed:

Per 36 Pairs

Wood-heeling on beach sandal:

Fitting . . . . .	\$0.65
Nailing, no attachment . . . . .	.24
Finishing; regular price, as the operation is performed.	

By agreement of the parties this decision shall take effect as of June 8, 1933.

### HARVARD SHOE COMPANY—BOSTON

JULY 13, 1933

*In the matter of the joint application for arbitration of a controversy between the Harvard Shoe Company of Boston and wood-heelers. (43)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harvard Shoe Company at Boston for tacking heels on sole-laying and staple-tacking machine, for the work as there performed:

Wood-heeling on beach sandal:	Per 36 Pairs
Sizing-out heels and nailing on staple-tacking machine . . . . .	\$0.24
Nailing leather heels; over the regular price . . . . .	.03

By agreement of the parties this decision shall take effect as of the date of the inception of the work.

### BRIDGEWATER WORKERS' CO-OPERATIVE ASSN.—BRIDGEWATER

JULY 17, 1933

*In the matter of the joint application for arbitration of a controversy between the Bridgewater Workers' Co-operative Association of Bridgewater and cutters. (31)*

The Board awards that the following prices shall be paid by the Bridgewater Workers' Co-operative Association at Bridgewater, for the work as there performed:

Machine cutting:	Per Pair
Bal. and blucher oxford, 10 pieces, including tongue:	
Black and colored sides, patent leather and grain leathers . . . . .	\$0.0325
White and colored elk and black calf . . . . .	.0325
Colored calf . . . . .	.0375
Black vici . . . . .	.04
Tan vici . . . . .	.045
High bal. and blucher; extra . . . . .	.005
Wing tip; extra . . . . .	.005
Each two pieces added to base shoe . . . . .	.005
Work shoe:	
Oxfords, six pieces . . . . .	.0225
High shoe, six pieces . . . . .	.0275
	Per 100
Tongues . . . . .	\$0.40
Backstays . . . . .	.215
Leather linings:	Per Pair
Bal. oxford . . . . .	.0063
Blucher oxford . . . . .	.0063
High shoes:	
Blucher . . . . .	.0225
Bal. . . . .	.0175
	Per Week
Cutting cloth linings . . . . .	\$32.40
Stock room man . . . . .	24.00
Die boy . . . . .	15.00

### FISHER SHOE COMPANY—NEWBURYPORT

JULY 18, 1933

*In the matter of the joint application for arbitration of a controversy between the Fisher Shoe Company of Newburyport and cobblers. (51)*

Having considered said application and heard the parties by their duly authorized



representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Fisher Shoe Company at Newburyport was within its rights in having the work in question performed as done, and therefore no compensation is due to the cobbler.

### SWARTZ SHOE COMPANY—LYNN

JULY 18, 1933

*In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company of Lynn and vampers. (53)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Swartz Shoe Company at Lynn was within its rights in discharging the vamer in question.

### ROWE & THURLOW, INC.—NEWBURYPORT

JULY 19, 1933

*In the matter of the joint arbitration of a controversy between Rowe & Thurlow, Inc., of Newburyport, and cutters and stitchers. (39)*

The Board awards that the following prices shall be paid by Rowe & Thurlow, Inc., at Newburyport, for the work as there performed:

Outside cutting:	Per 12 Pairs
Circular vamp . . . . .	\$0.18
Side-seam vamp . . . . .	.19
Pressed wing vamp . . . . .	.19
Seamless pump . . . . .	.32
Center-seam Regent quarter . . . . .	.19
Theo quarter . . . . .	.19
Cut-off strap quarter . . . . .	.19
Oxford quarter . . . . .	.20
Three-cut foxing . . . . .	.13
Straight tip . . . . .	.06
Wing tip . . . . .	.08
Heel-covers . . . . .	.06
Machine cutting: 60% of base price (leather extras to apply in full).	
Outside-cutting extras:	Per 36 Pairs
Square-throat vamp . . . . .	\$0.05
Straight or curved notch; per 24, \$0.01.	
Slots; per 24, \$0.01.	
Right-and-left conditions . . . . .	.06
Split vamp:	
Straight . . . . .	.08
Curved . . . . .	.16
Matchmarking; per 12, \$0.01.	
Pricking; per 16, \$0.01.	
Leather extras:	
Black calf . . . . .	.06
Black kid . . . . .	.24
Suede (calf or kid) . . . . .	.24
White nubuck . . . . .	.18
Genuine buck . . . . .	.54
Colors . . . . .	.24
Fabric:	
Single; base leather price.	
Two-thick; 60%.	
Two or more styles:	
Black, low-cuts; extra on small pattern only . . . . .	.09
Cut as colors, on whole job . . . . .	.09
Combination leather; highest leather paid for, except genuine reptile.	
Small skins; 50% of skins 3 feet or under; extra . . . . .	.12
(This applies to whole shoes only)	
Patent leather and side leather; base price.	
Small lots, 18 pairs or under, or combination-width tags, two or more widths, whether one or more width patterns are used: \$0.05 per 12 pairs extra (only one extra to apply).	



		Per 36 Pairs
Stockfitting:		
Wetting		\$0.01
Skiving and sorting		.05
Rounding:		
Regular work		.08
Folded heelseats		.10
Stamping		.0425
Splitting		.0275
Cementing:		
Regular work		.0275
Folded heelseats		.06
Channeling		.18
Shanking-out		.065
Marking		.0225
Moulding		.035
Blacking edges		.025
Tying and counting		.0075
Extras:		
Matchmarking		.03
Rounding all, one-footers		.03
Sorting; per week, \$25.		
Samples:		
Six pairs and under; double price.		
Over six pairs; price and one-half.		
Window shoes; price and one-half.		
Making room:		Per Pair
Colored kid		\$0.28
White fabric and silver kid		.29
Dark suede		.27
Dark kid		.28
White kid		.29
All black fabric		.27
Patent leather		.29
Kaffir kid		.29
Calf		.29
Snake		.28
All other reptile and pigskin		.29
Extras:		
Tip		.01
Pumps, with plug		.01
Each extra plug		.005
Oxfords		.01
Cut-outs or imitation cut-outs in vamp:		
To tip line		.005
Below line		.01
Imitation tip		.01
Matchmarking shoes		.01
Round-headed tacks		.005
Tacking linings		.005
High fronts		.01
High fronts, for each plug		.005
Center strap		.005
Combination tags		.01
Leather linings		.01
Lifting heel flap		.005
Papers on toes		.005
Wetting linings with dope		.005
Cripple shoes; to be paid full price.		
Trimming seams and pulling tacks		.025
Two tacks in middle of shank		.01
Re-jacking		.01
Combination shoes; to be paid according to kind of leather in vamp.		
Black satin made one-half size down		.01
When cases are split up; additional lasts to be provided.		
All hour work; \$0.60 per hour.		
Stitching		.015
Trimming, pulling tacks and rolling channels		.0075

		Per 36 Pairs
Rolling shoes, one operation (automatic leveler) . . . . .		\$0.12
		Per Week
Last boys:		
Number 1 . . . . .		\$18.50
Number 2 . . . . .		17.25
Number 3 . . . . .		17.00
Number 4 . . . . .		14.00
Number 5 . . . . .		12.50
Cobblers:		
Number 1 . . . . .		22.00
Number 2 . . . . .		25.00
Samples:		
Six pairs and under; double price.		
Over six pairs; price and one-half.		
Window shoes; price and one-half.		
Wood-heeling:		Per Pair
Heels all trimmed . . . . .		\$0.07
Extras:		
Matching heels . . . . .		.01
White satin . . . . .		.01
Stab cut . . . . .		.03
Continental . . . . .		.01
Patent leather . . . . .		.005
Samples:		
Six pairs and under; double price.		
Over six pairs; price and one-half.		
Window shoes; price and one-half.		
Finishing room:		Per 36 Pairs
Edgetrimming:		
All leather . . . . .		\$0.48
Fabrics . . . . .		.54
Edgesetting:		
Black . . . . .		.54
Colored and light fabrics . . . . .		.72
Tack-pulling and dryer . . . . .		.065
Buffing foreparts and tops . . . . .		.125
Buffing white satins . . . . .		.125
Buffing flaps . . . . .		.065
Naumkeaging . . . . .		.21
Thin edge . . . . .		.24
Painting . . . . .		.21
White satins, thin edge . . . . .		.24
Blacking bottoms and edge of flap . . . . .		.21
Rolling black bottoms . . . . .		.36
Waxing . . . . .		.12
Dotting . . . . .		.06
Last-pulling . . . . .		.14
Last-pulling, white satins . . . . .		.17
Wood-heel nailing . . . . .		.055
Drilling . . . . .		.05
Riveting . . . . .		.05
Samples:		
Six pairs and under; double price.		
Over six pairs; price and one-half.		
Window shoes; price and one-half.		
		Per Week
Pulling flaps and working around room . . . . .		\$18.00
Treeing department:		Per 36 Pairs
Ironing, cleaning and ragging:		
Patent leather . . . . .		\$1.18
Patent-leather trim . . . . .		1.25
Patent-leather oxford . . . . .		1.25
Patent-leather combination . . . . .		1.25
Patent leather, black bottom, and cleaning wax from shanks; extra . . . . .		.07
Dark colored kid . . . . .		.70



Per 36 Pairs

Dark colored kid, trim . . . . .	\$0.70
All light colored kid . . . . .	.70
All light colored kid, trim . . . . .	.70
Kaffir kid . . . . .	.90
Kaffir kid, trim . . . . .	.90
Silver kid . . . . .	.71
Black suede . . . . .	.81
Brown suede . . . . .	.81
All reptiles . . . . .	.54
White kid . . . . .	.88
White kid, colored trimmings . . . . .	.88
Polishing . . . . .	.20

Hour work; \$0.55 per hour.

Samples:

Six pairs and under; double price.

Over six pairs; price and one-half.

Window shoes; price and one-half.

Packing room:

Per Week

Patent-leather repairers . . . . .	\$16.50
Room girl . . . . .	13.50
Cleaning linings . . . . .	13.50
Dressers . . . . .	15.50
Mender and repairer . . . . .	16.50
Stitching cobbler . . . . .	16.50
Inspectors (for packing) . . . . .	16.50
Other inspectors . . . . .	15.50
All-round repairer . . . . .	16.50
Pressing counters . . . . .	13.50
Cleaning shoes . . . . .	13.50
Ironing linings . . . . .	19.20
Assistant to forewoman . . . . .	18.00

Packing:

Per 36 Pairs

Black . . . . .	\$0.07
White . . . . .	.08
All colored shoes . . . . .	.10
Stamping . . . . .	.045
Sticks . . . . .	.045
Lining-in . . . . .	.13

Booth trimmer:

Pump . . . . .	.10
Theo tie . . . . .	.11
Regular oxford . . . . .	.08

Cut-outs, by hand:

Six cut-outs to a pair . . . . .	.54
Eight cut-outs to a pair . . . . .	.54
Twelve cut-outs to a pair . . . . .	.54
Shawl, large cut-outs . . . . .	.72
Oxford cut-outs, 20 to a pair . . . . .	.90

Samples:

Six pairs and under; double price.

Over six pairs; price and one-half.

Window shoes; price and one-half.

This decision is to be effective from July 3, 1933.

**DODGE, BLISS & PERRY COMPANY, INC.—NEWBURYPORT**

JULY 19, 1933

*In the matter of the joint arbitration of a controversy between Dodge, Bliss & Perry Company, Inc., of Newburyport, and cutters and stitchers. (35)*

The Board awards that the following prices shall be paid by Dodge, Bliss & Perry Company, Inc., at Newburyport, for the work as there performed:

Outside cutting:

Per 12 Pairs

Circular vamp . . . . .	\$0.18
Side-seam vamp . . . . .	.19
Pressed wing vamp . . . . .	.19

	Per 12 Pairs
Seamless pump . . . . .	\$0.32
Center-seam Regent quarter . . . . .	.19
Teo quarter . . . . .	.19
Cut-off strap quarter . . . . .	.19
Oxford quarter . . . . .	.21
Three-cut foxing . . . . .	.13
Wing tip . . . . .	.08
Straight tip . . . . .	.06
Heel-covers . . . . .	.08
Machine cutting; 60% of base price (leather extras to apply in full).	
Outside-cutting extras:	Per 36 Pairs
Square-throat vamp . . . . .	\$0.05
Straight or curved notch; per 24, \$0.01.	
Slots; per 24, \$0.01.	
Right-and-left conditions . . . . .	.06
Split vamp:	
Straight . . . . .	.08
Curved . . . . .	.16
Matchmaking; per 12, \$0.01.	
Pricking; per 16, \$0.01.	
Leather extras:	
Black calf . . . . .	.06
Black kid . . . . .	.24
Suede (calf or kid) . . . . .	.24
White nubuck . . . . .	.18
Genuine buck . . . . .	.54
Colors . . . . .	.24
Fabric:	
Single; base leather price.	
Two-thick; 60%.	
Two or more styles:	
Black, low-cuts; extra on small pattern only . . . . .	.09
Cut as colors, on whole job . . . . .	.09
Combination leather; highest leather paid for except genuine reptile.	
Small skins; 50% of skins 3 feet or under; extra . . . . .	.12
(This applies to whole shoes only)	
Patent leather and side leather; base price.	
Small lots, 18 pairs or under, or combination-width tags, two or more widths, whether one or more width patterns are used; \$0.05 per 12 pairs extra (only one extra to apply).	
Samples:	
One to three pairs; double price.	
Over three pairs; price and one-half.	
Day work; \$0.65 per hour.	
Cloth cutting:	
Circular lining . . . . .	.09
Side-seam lining . . . . .	.09
Circular doublers . . . . .	.06
Side-seam doublers . . . . .	.07
Seamless doublers . . . . .	.09
Quarter doublers, four-cut . . . . .	.07 1/5
Right-and-left . . . . .	.01 1/2
All rubber quarter doublers . . . . .	.08 1/4
All rubber vamp doublers . . . . .	.06 3/4
Seamless rubber doublers . . . . .	.10
Rubber tip or tongue . . . . .	.05 1/4
Extra cuts . . . . .	.00 3/4
Holes, slots and notches; per 72, \$0.01.	
Machine cutting:	
Cloth, 12-thick } 50% of base price.	
Rubber, 8-thick }	
Small lots; 12 pairs or under, or combination-width tags, two or more widths, whether one or more width patterns are used; \$0.01 per 12 pairs extra (only one extra to apply).	

Cutting cloth linings, not including rubber; per hour, \$0.65.

## Per 12 Pairs

Block cutting; 15% increase.

Basis Hourly Rate to be  
used in figuring Piece  
Prices

This decision is to be effective from July 3, 1933.

JULY 19, 1933

The Board awards that the following prices shall be paid by Dodge, Bliss & Perry Company, Inc., at Newburyport, for the work as there performed:

## Per 100 Pairs

Looking after work	\$0.10
Taking soles out of bag	.04
Sorting sizes for bench	.05
Inspecting soles	.27
Casing-up returns	.05
Machine grading	.08
Machine wetting	.08
Pulling soles apart	.04
Skiving	.11
Sorting, after skiving	.05
Rounding	.33
Casing-up	.08
Marking	.10
Splitting	.08
Cementing	.08

	Per 100 Pairs
Channeling . . . . .	\$0.68
Shanking-out . . . . .	.25
Moulding . . . . .	.12
Blacking edges . . . . .	.11
Lacquering edges . . . . .	.14
Wetting up soles and counters for making room, mating soles and counters; extra after wetting . . . . .	.125

## Samples:

- Six pairs and under; double price.
- Over six pairs; price and one-half.
- Window shoes; price and one-half.

## Shoe-making:

	Per Pair
Dark suede . . . . .	\$0.21
Black fabric . . . . .	.21
Dark kid . . . . .	.22
Gun metal and calf . . . . .	.23
Patent leather . . . . .	.23
Black satin . . . . .	.23
All reptile . . . . .	.23
White pigskin . . . . .	.25
White satin . . . . .	.27
White crepe or moire . . . . .	.25
Silver or gold brocade . . . . .	.24

## Extras:

Tip or imitation tip . . . . .	.01
Oxford . . . . .	.01
Split vamp . . . . .	.01
Special or cottage shank . . . . .	.02
White kid . . . . .	.01
Pumps with plugs . . . . .	.01
Each extra plug . . . . .	.005
Cut-outs or imitation cut-outs in vamp:	
To the tip line . . . . .	.005
Below the tip line . . . . .	.01
Matchmarking shoes . . . . .	.01
Rolling shoes before crowning:	
Leather vamp or tip . . . . .	.02
Suede . . . . .	.01
Round-headed tacks . . . . .	.005
Tacking linings . . . . .	.005
High fronts . . . . .	.01
High fronts, each plug . . . . .	.005
Center strap . . . . .	.005
Combination tags . . . . .	.01
Leather linings . . . . .	.01
Lifting heel flaps . . . . .	.005
Papers on toes . . . . .	.005
Wetting linings with dope . . . . .	.005
Cripple shoes; to be paid full price.	
Combination shoes; to be paid according to the kind of leather in vamp.	
When cases are split up; additional lasts to be provided.	

All hour work; \$0.60 per hour.	Per 100 Pairs
Turn stitching . . . . .	\$1.50
Pulling tacks, trimming and rolling channels . . . . .	.78
Picking out lasts . . . . .	.27
Cleaning lasts . . . . .	.13
Acid; extra . . . . .	.06
Rolling shoes, both operations . . . . .	.40

## Samples:

- Six pairs and under; double price.
- Over six pairs; price and one-half.
- Window shoes; price and one-half.



		Per Pair
Wood-heeling:		
Heels, all trimmed		\$0.07
Cubans		.03
Extras:		
Matching heels		.01
White satin		.01
Stab cut		.03
Continental		.01
Patent leather		.005
Tucking flaps		.005
Samples:		
Six pairs and under; double price.		
Over six pairs; price and one-half.		
Window shoes; price and one-half.		
Finishing room:		Per 100 Pairs
Edgetrimming:		
Foreparts, leather		\$0.92
Shanks		1.25
Satins		1.50
Edgesetting:		
Black		1.50
All colored and light fabrics		2.00
Tack-pulling and dryer:		
Black		.17
White		.20
Buffing:		
Foreparts and tops		.35
Flaps		.19
Shanks on Cubans		.19
Breast-scouring		.36
Naumkeaging		.58
White satin		.61
Painting:		
Leather shoes		.58
White satin		.61
Egg finish		.35
Waxing bottoms		.33
Blacking bottoms; forepart, shank and heel		.58
Rolling black bottoms, all black shoes		1.00
Putting shoes in dryer, all shoes		.05
Samples:		
Six pairs and under; double price.		
Over six pairs; price and one-half.		
Window shoes; price and one-half.		
Packing room:		Per 36 Pairs Per 100 Pairs
Pressing		\$0.06
Singeing		.06
Cutting		.045
Lacing		.08
Inserting strap and buckles on Tango tie		\$0.52
Inserting and tying ribbon, one inch wide		.90
Inserting and tying, Susan		.32
Riveting bows		.74
Stamping boxes		.045
Dressing with colorless and black dressing:		
With no trimmings		.42
With trimmings		.50
Cutting and pulling out laces		.16
Cutting stitches on shank pieces		.23
Cementing and sticking shank pieces		.27
Making and boning (Dalimer)		.46
Embossing sock linings:		
One to a pair		.18
Two to a pair		.30
Stamping bottoms		.045
Brushing black bottoms		.05

	Per 36 Pairs	Per 100 Pairs
Snipping closed front of gore shoe . . . . .		\$0.16
Ironing linings . . . . .		.50
Second time . . . . .		.23
Lining with heel-pads . . . . .	\$0.13	
Cutting stitches . . . . .		.25
Cleaning linings . . . . .	.11	
Packing and sizing:		
White . . . . .		.33
Black . . . . .	.07	
Cleaning edges . . . . .		.40
Inspecting . . . . .		.40
Sewing buckles:		
Machine . . . . .		.35
Hand . . . . .		1.06
Samples; per hour \$0.30.		
Trimming:		
Opera . . . . .	.10	
Oxford . . . . .	.08	
One-strap . . . . .		.40
Open shank . . . . .		.50
Octavia . . . . .		.68
Octavia quarters . . . . .		.17
Throats . . . . .		.17
Center strap; extra . . . . .		.06
Cut-outs:		
By hand:		
Two openings . . . . .		.29
Four openings . . . . .		.52
Six openings . . . . .		.75
By machine:		
Two openings . . . . .		.21
Four openings . . . . .		.38
Six openings . . . . .		.55
Repairing:		
Patent leather:		
Waxing and inspecting . . . . .		1.25
Filling and cutting (for each shoe actually repaired) . . . . .		3.00
White kid . . . . .		1.85
Black calf . . . . .		.40
Brown kid . . . . .		.53
Light kid . . . . .		.98
Black kid . . . . .		.40
Bronze kid . . . . .		.60
Samples:		
Sir pairs and under; double price.		
Over six pairs; price and one-half.		
Window shoes; price and one-half.		

	Per Week
Stitching cobbler . . . . .	\$16.50
Floor girl . . . . .	13.50
Treeing department:	Per 36 Pairs
Ironing, cleaning and ragging:	
Patent leather . . . . .	\$1.18
Patent-leather trim . . . . .	1.25
Patent-leather oxford . . . . .	1.25
Patent-leather combination . . . . .	1.25
Dark colored kid . . . . .	.70
Dark colored kid, trim . . . . .	.70
All light colored kid, trim . . . . .	.70
Kaffir kid . . . . .	.90
Kaffir kid, trim . . . . .	.90
Silver kid . . . . .	.71
Black and brown suede . . . . .	.81
All reptile . . . . .	.54
If ether is used; extra . . . . .	.21

	Per 36 Pairs
White kid . . . . .	\$0.88
White kid, trim color . . . . .	.88
Polishing . . . . .	.20
Dressing, one coat . . . . .	.25
Hour work: \$0.55 per hour.	
Samples:	
Six pairs and under; double price.	
Over six pairs; price and one-half.	
Window shoes; price and one-half.	

This decision is to be effective from July 3, 1933.

### ANSIN & ANWELT SHOE COMPANY—ATHOL

AUGUST 1, 1933

*In the matter of the joint application for arbitration of a controversy between the Ansin & Anwelt Shoe Company of Athol and employees. (49)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed and considered the report of an expert assistant, the Board awards that the following increases in the factories of the Ansin & Anwelt Shoe Company at Athol shall apply to the items submitted under the respective headings, except as otherwise provided:

Ansins Factory No. 1:	Increase
Cutting room:	
Cutting outsides and linings; by hand or machine . . . . .	15%
Block cutting . . . . .	25%
Block cutting; per week, \$15.	
Outside cutting; per hour, \$0.60.	
Samples; 1½ price.	
Skiving; perforating; cut-outs and folding; bench work . . . . .	15%
Stitching room:	
Vamping . . . . .	20%
Two-needle work . . . . .	20%
Pump stitching:	
Pumps, straps and folded or plain oxford . . . . .	20%
Inspecting . . . . .	15%
Fancy stitching . . . . .	22½%
Samples; 1½ price.	
Hour work, major operations; \$0.50.	
Lasting room . . . . .	15%
Odd-shoe man; per week, \$15.	
Inspector; per week, \$18.	
Samples; 1½ price.	
Making room . . . . .	15%
Wood-heel fitting; per 36 pairs:	
Louis . . . . .	\$0.85
Cuban:	
Rubber sole . . . . .	.36
Leather sole . . . . .	.30
Wood-heel nailing . . . . .	.10
Samples; 1½ price.	
Hour work, major operations; \$0.50.	
Finishing room:	
Buffing; naumkeaging . . . . .	15%
Other operations . . . . .	20%
Samples; 1½ price.	
Ansins Factory No. 2:	
Cutting room:	
Cutting outsides and linings; by hand or machine . . . . .	15%
Pricking; 16 holes for \$0.01.	
Block cutting . . . . .	25%
Stockfitting room . . . . .	15%
Per week:	
Cementing soles . . . . .	\$15.00
Rolling soles and all-round help . . . . .	18.00

Matching-up stock . . . . .	\$15.00	
Sole-sorting . . . . .	22.50	
Handling freight . . . . .	15.00	
Butting and casing midsole; per hour, \$0.35.		
Samples; 1½ price.		
Lasting room . . . . .		15%
Inspector; per week, \$18.		
Odd-shoe man; per week, \$15.		
Samples; 1½ price.		
Making room:		
Wood-heel fitting; per 36 pairs:		
Louis . . . . .	\$0.85	
Cuban:		
Rubber sole . . . . .	.36	
Leather sole . . . . .	.30	
Wood-heel nailing . . . . .	.10	
Wood-heel nailing, automatic machine . . . . .	.07	
Samples; 1½ price.		
Hour work, major operations; \$0.50.		
Finishing room:		
Naumkeaging; buffing . . . . .		15%
Other operations . . . . .		20%
Samples; 1½ price.		
Packing room:		
Odd-shoe girl; per week, \$15.		
Samples; 1½ price.		
Stitching room:		
Top-stitching; French cord (stitching, pressing and cementing);		
snipping shoes; vamping; binding . . . . .		20%
Fancy stitching . . . . .		22½%
Other operations . . . . .		15%
Samples; 1½ price.		
Hour work, major operations; \$0.50.		
Anwelt Factory:		
Cutting room:		
Cutting outsides; by hand or machine . . . . .		15%
Pattern No. 60-65-X, whole-quarter oxford . . . . .		25%
Kalfstead quarter linings:		
Side stays; high-cut tongues; leather heel-pads; high-cut		
tongue linings (pieces) . . . . .		20%
Other operations . . . . .		15%
Heel-pads, imitation leather . . . . .		20%
Pattern No. 15-25, boot-leather quarter lining; by hand . . . . .		15%
Side stays by hand (pieces) . . . . .		20%
Pricking; 16 holes for \$0.01.		
Block cutting . . . . .		20%
Block cutting; per week, \$15.		
Embossing; cut-outs on full vamps . . . . .		20%
Stitching room:		
Backstaying; stitching tongues; fancy stitching . . . . .		22½%
Stitching tongues to vamps; stitching backstays; two-needle		
stitching; marking; cording, two-needle . . . . .		22½%
Folding; top-stitching; vamping . . . . .		20%
Other operations . . . . .		15%
Samples; 1½ price.		
Lasting room . . . . .		15%
Odd-shoe boy; all-around repair man; per week, \$18.		
Samples; 1½ price.		
Making room . . . . .		15%
Samples; 1½ price.		
Hour work, major operations; \$0.50.		
Finishing room:		
Treeing; painting; stamping; sizing; heel-pads; creasing;		
rivetting; dressing; repairing tans; painting trimmings;		



washing white shoes; lacing . . . . .	Increase 20%
Other operations . . . . .	15%
Repairing white shoes, per week, \$18.	
Repairing and inspecting; per week, \$18.	
Packing (stamping boxes); per week, \$15.	
Samples; 1½ price.	

This decision is to be effective as of July 10, 1933.

### CALVIN SHOE COMPANY—HAVERHILL

AUGUST 3, 1933

*In the matter of the joint application for arbitration of a controversy between the Calvin Shoe Company of Haverhill and employees. (48)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed and considered the report of an expert assistant, the Board awards that on the following operations the following prices are to be paid, in accordance with the provisions of the settlement of the labor controversy:

	Per 36 Pairs
Lasting and beating-out; per part . . . . .	\$0.125
Heeling:	
Louis heels . . . . .	2.09
Celluloid heels; extra . . . . .	.15
Treeing department; the established price based on the 1st grade, compo or McKay.	

### REGAL SHOE COMPANY—WHITMAN

AUGUST 8, 1933

*In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and employees. (23)*

The Board awards that the following prices shall be paid by the Regal Shoe Company at Whitman for the work as there performed:

Nos.	Per Point
1 . . . . .	\$0.00677
2 . . . . .	.00598
3 . . . . .	.00563
4 . . . . .	.00507
5 . . . . .	.00451
	Per Pair
6 . . . . .	\$0.03562
7 . . . . .	.04155
8 . . . . .	.04745
12 . . . . .	.003561
13 . . . . .	.00475
14 . . . . .	.00297
16 . . . . .	.00356
17 . . . . .	.00212
18 . . . . .	.004
19 . . . . .	.00356
20 . . . . .	.00356
21 . . . . .	.00297
23 . . . . .	.01
24 . . . . .	.005
25 . . . . .	.0025

26, double aprons and double foxings to be considered as four pieces.  
27, price and one-half.

The present conditions to remain, except that the size-of-job is to be eliminated.

AUGUST 8, 1933

*In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and employees. (23)*

The Board awards that the following prices shall be paid by the Regal Shoe Company at Whitman, for the work as there performed:

Stitching department; per 24 pairs:

Nos.		Nos.		Nos.	
300	\$0.0336	363	\$0.06	437	\$0.2908
300-A	.0392	364	.0448	438	.2306
301	.0448	365	.07	439	.33
301-A	.054	366	.07	440	.23
302	1½ price	367	.0274	441	.35
304	.1025	368	.12	442	.255
305	.155	369	.075	443	.39
306	.165	370	.04	444	.0975
307	.07	371	.0336	445	.195
308	.0948	372	.12	446	.12
309	.2473	373	.08	447	.24
310	.1932	374	.08	448	.157
312	.1512	375	.0975	448-A	.31
313	.117	376	.0975	448-B	.1718
315	.054	377	.1275	448-C	.3425
316	.588	378	.0975	449	.20
317	.066	379	.0325	450	.22
318	.1275	380	.225	452	.0975
318-A	.255	381	.0725	453	.1275
318-B	.1475	383	.06	454	.0825
320	.054	384	.09	455	.165
321	.135	386	.45	456	.0975
322	.1214	387	.288	457	.195
323	.09	388	.306	458	.1433
324	.055	389	.0697	459	.2866
325	.10	392	.0364	460	.1725
326	.16	393	.05	461	.345
327	.15	394	.0728	462	.0825
328	.24	395	.0364	463	.165
329	.16	396	.0425	464	.0975
331	.0358	397	.0364	465	.195
330	.047	398	.05	466	.1621
332	.055	399	.0125 (extra)	467	.3242
333	.08	400	.0868	468	.1868
334	.26	401	.1728	469	.3736
335	.185	402	.11	Eyelet rows:	
336	.07	403	.22	Group 1	
338	.1214	404	.149	Group 2	
339	.075	405	.11	Group 3	
340	.0018	406	.13	472	.30
341	.146	407	.1968	473	.47
	(cemented on)	410	.093	474	.35
342	.052	411	.186	475	.57
343	.07	412	.12	476	.02
346	.0214	413	.135	477	.1596
347	.0214	414	.24	478	.1652
348	.032	417	.135	479	.64
349	.0352	418	.27	480	.455
350	.0352	419	.15	481	.325
351	.0256	420	.30	482	.55
352	.05	424	.18	485	.135
353	.0434	425	.22	486	Imitation-foxing
354	.103	426	.255		price
356	.0358	428	.18	488	.1596
357	.0504	429	.26	489	.32
358	.0616	430	.55	490	.20
359	.041	431	.32	491	.40
360	.07	432	.24	492	.26
361	.055	433	.02 (extra)	494	.14
362	.075	434	.20	495	.28
		436	.1932	496	.19

## DECISIONS

Nos.		Nos.		Nos.	
497	\$0.38	570	\$0.0896	647	\$0.266
498	.24	571	.0644	648	.266
499-A	.04	572	.0644	649	.266
500	.10	576	.027	650	.266
501	.10	577	.038	651	.266
502	.11	578	.038	652	.40
503	.11	581	.11	653	.40
504	.0855	582	.054	654	.42
505	.0925	583	.13	655	.308
506	.10	585	.11	656	.308
507	.1026	586	.055	656-A	.49
508	.0855	587	.07	657	.40
509	.117	589	.198	658	.42
510	.14	590	.2172	659	.56
511	.13	591	.1516	660	.621
512	.15	592	.1998	661	.21
514	.1125	593	.2316	662	.10
515	.1125	594	.1516	663	.054
516	.12	595	.1516	664	.42
517	.13	596	.1716	665	.0438
518	.108	597	.162	666	.10
519	.0983	598	.1236	667	.05
520	.1174	599	.034	669	.0562
522	.32	600	.0592	670	.065
523	.217	601	.09	672	.0726
524	.36	602	.044	673	.11
526	.3194	605	.146	674	.06
527	.198	606	.126	675	.105
528	.5174	607	.173	676	.18
529	.3494	608	.153	677	.165
530	.228	609	.117	678	.085
531	.5774	610	.126	679	.07
533	.55	611	.117	680	.02
534	.60	612	.0325	681	.045
536	.1216	612-A	.0325	682	.04
538	.3937	613	.0382	683	.06
539	.2356	614	.19	685	.05
540	.4567	615	.21	687	.0225
543	.3637	618	.135	688	.0518
544	.275	619	.0742	689	.0225
545	.4136	620	.1458	691	.18
547	.125	621	.156	691-A	.165
548	.1525	622	.153	691-B	.324
549	.0864	623	.19	691-C	.145
550	.11	624	.207	691-D	.2432
551	.2725 (held on)	625	.244	692	.11
552	.41 (held on)	626	.232	692-A	.11
553	.297 (held on)	627	.348	692-B	.09
554	.44 (held on)	628	.191	692-C	.19
563	.15	629	.17	692-D	.16
563-A	.27	634	.0316	693	.095
563-B	.1725	642	.045	693-A	.0725
563-C	.3125	642-A	.045	693-B	.13
565	.125	642-B	.06	693-C	.25
566-A	.1925	642-C	.08	693-D	.12
565-B	.1475	642-D	.08	693-E	.37
565-C	.24	642-E	.045	693-F	.09
566	.0644	642-F	.05	694	.08
567	.0644	643	.235	694-A	.13
568	.0644	644	.1568	694-B	.22
569	.0784				

## Making department; per 24 pairs:

Nos.		Nos.		Nos.	
901	\$0.0475	923	\$0.1068	939-B	\$0.037
902	.016	924	.0212	939-C	.053
903	.053	924-A	.0318	940	.2018
904	.06	925	.0318	941	.178
905	.0795	926	.0784	942	.2137
906	.1325	927	.1166	944	.0508
907	.0576	928	.0534	945	.0508
908	.0668	929	.0653	946	.0212
909	.0557	930	.0356	947	.0212
910	.0475	931	.0356	948	.0772
909-A	.0834	932	.0318	949	.1603
910-A	.0713	933	.0356	950	.1815
911	.045	934	.0653	952	.095
912	.0416	935	.0682	953	.1306
913	.122	936	.0595	954	.045
914	.0772	936-A	1½ price	955	.1187
914-A	.106	936-B	.09	956	.1187
914-B	.1158	937	.0652	957	.09
914-C	.16	937-A	.0769	957-A	1½ price
915	.0636	937-B	1½ price of 937	957-B	1½ price
916	.0477	937-C	1½ price of 937-A	958	.083
917	.0356	938	.089	959	.0584
918	.0475	938-A	.1009	959-A	1½ price
918-A	.0713	938-B	1½ price of 938	960	.29 per pair
919	.0416	938-C	1½ price of 938-A	961	.27 per pair
920	.0534	939	.095	962	.3175 per pair
921	.0746	939-A	.015 extra for pounding	963	.08 per pair
922	.0746				

## Finishing department; per 24 pairs:

1001	\$0.0356	1024	\$0.0255	1040	\$0.1187
1002	.0265	1024-A	.085	1041	.06
1003	.031	1024-B	.1306	1042	.0318
1004	.0584	1025	.1425	with hot iron1043	.0318
1005	.1662			iron1044	.0318
1006	.0416	1025-A	.1187	without 1045	.0784
1007	.0477			hot iron1046	.11
1008	.0265	1026	.1187	1047	.0475
1009	.0265	1027	.2671	1048	.083
1010	.1485	1028	.0593	1049	.0356
1011	.1365	1029	.0328	1050	.0375
1012	.091	1030	.2046	1051	.0475
1013	.095	1031	.178	1052	.1384
1014	.1069	1032	.178	1053	.1158
1016	.0372	1033	.2137	1054	.1158
1018	.094	1034	.178	1055	.1267
1019	.1036	1035	.0818	1056	.1267
1020	.1036	1036	.083	1057	.1623
1021	.0712	1037	.0425	1058	.17
1022	.0595	1038	.0356	1058-A	1½ price
1023	.0255	1039	.083		

## Sole-leather department; per 24 pairs:

1201	\$0.079	1206	\$0.0254	1210	\$0.0206
1202	.079	1207	.0298	1211	.0414
1203	.0676	1208	.0477	1212	.0592
1204	.0425	1209	.016	1213	.18
1205	.045				



AUGUST 8, 1933

*In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and lasters. (24)*

The Board awards that the following prices shall be paid by the Regal Shoe Company at Whitman for the work as there performed:

Nos.	Per 24 Pairs
801	\$0.053
802	.0712
803	.007
804	.0371
807	.2989
808	.0159
808-A	.0212
809	.069
810	.0629
811	.0331
812	.1908
813	.1463
813-A	.0878
814	.644
815	.3248
816	.069
817	.18
818	.2597
819	.2756
820	.2491
821	.3087
823	.0322
824	.0322
825	.0644
826	.0356
827	.069
828	.0425
829, price and one-half.	
832	.9116
833	.9116
834	.9116
835	.9116
836	.9116
837	.1140
838	.1140
839	.0356
840	.1380
841	.0088
842	.016
842-A	.0212
843	.0212
844	.0212
845	.5266
846	.3816
846-A; price and one-half.	

AUGUST 8, 1933

*In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and employees in the bottoming and edge-making departments. (32)*

The Board awards that the following prices shall be paid by the Regal Shoe Company at Whitman for the work as there performed:

Nos.	Per 24 Pairs
67	\$0.34
68; price and one-quarter.	
69; price and one-half.	
70	.36
71	.0225
72; price and one-half.	

973; price and one-half.	
974	\$0.185
975; price and one-half.	
976; 9 to 11 stitches to the inch	.46
977; 12 to 14 stitches to the inch	.52
978	.41
979; price and one-half.	
980; including wetting	.50
980-A	.48
980-B; price and one-half.	
984	.12
985	.27
986; price and one-half.	
987	.38
988	.48
988-A; price and one-half.	
988-B; price and one-half.	

AUGUST 8, 1933

*In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and treers and dressers. (29)*

The Board awards that the following prices shall be paid by the Regal Shoe Company at Whitman for the work as there performed:

Nos.	Per 24 Pair
1101	\$0.356
1102	.593
1103	.593
1104	.55
1105	.433
1106	.426
1107	.89
1109	.89
1111	.83
1118	.09
1119	.08
1120	.08
1122	.058
1123	.03
1124	.04
1125	.02
1126	.04
1127	.05
1128	.03
1129	.03
1130	.23
1131	.14
1132	.03
1133	.11
1134	.25
1135	.30
1136	.05
1137	.05
1138	.06
1139	.06
1140	.06
1143	.05
1144	.04
1145	.01
1146	.20
1147	.03
1148	.04

## FERN &amp; POOR SHOE COMPANY—NEWBURYPORT

AUGUST 9, 1933

*In the matter of the joint applications for arbitration of a controversy between the Fern & Poor Shoe Company of Newburyport and employees. (44, 46)*

The Board awards that the following prices shall be paid by the Fern & Poor Shoe Company at Newburyport, for the work as there performed:

	Per 12 Pairs
Stockfitting; leather and Cuban, all grades:	
Wetting . . . . .	\$0.0025
Rounding . . . . .	.025
Rounding died soles . . . . .	.01
Channeling . . . . .	.08
Stamping . . . . .	.015
Shanking-out . . . . .	.02
Blacking . . . . .	.015
Skiving . . . . .	.0125
Taking soles out of bag . . . . .	.0025
Looking after work . . . . .	.01
Inspecting soles . . . . .	.0025
Samples:	
Six pairs and under; double price.	
Over six pairs; 1½ price.	
Making room; all grades:	Per Pair
Base price:	
One-strap . . . . .	\$0.17
One-strap oxford, tacked . . . . .	.17
Boots . . . . .	.20
Extras:	
Tips . . . . .	.01
Straps . . . . .	.005
Apron tongue, as pattern No. 17 . . . . .	.005
Lacing . . . . .	.005
	Per 100 Pairs
Stitching . . . . .	\$1.125
Pulling tacks . . . . .	.66%
Leveling bottoms:	
Two operations . . . . .	.66%
One operation . . . . .	.45
Bunch pounding . . . . .	1.00
Moulding; \$0.0125 per 12 pairs.	
Edgemaking; all grades:	Per 12 Pairs
Edgetrimming:	
Round and thin shank . . . . .	\$0.12
Square all around . . . . .	.09
Edgesetting:	
One setting . . . . .	.12
Two settings . . . . .	.17
Buffing and naumkeaging; all grades	.10
No. 4 finish; all grades . . . . .	.25
No. 4 special finish; all grades . . . . .	.18
No. 21 finish; all grades . . . . .	.095
All painted bottoms . . . . .	.10
Pulling lasts; all grades . . . . .	.04
Cleaning uppers; all grades . . . . .	.06
Freeing and packing room:	
Ironing and cleaning:	Per 36 Pairs
Boots . . . . .	\$0.80
Others . . . . .	.50
Riveting . . . . .	.06
Stamping . . . . .	.06
	Per Week
Lining-in . . . . .	\$13.50
Heel-pads . . . . .	13.50
Dressing . . . . .	13.50

	Per Week
Cleaning linings . . . . .	\$13 50
Sticking shoes . . . . .	13 50
Singeing . . . . .	13 50
Lacing and buckling . . . . .	13 50
Stamping box . . . . .	13 50
Mending . . . . .	16 00
Packing . . . . .	16 00
Cutting room:	
Outsides: plain oxfords with tongues, tip oxfords, one-strap sandals; two-strap sandals, one-strap buckle, pattern No. 20; three- and four-eye tie patterns Nos. 10, 12, 12½, 13, 14, 15, 16, 17, 18 and 19:	
20% increase.	
Boots; patterns Nos. 1000, seamless; 723½-752, tip; 752, plain; 4999-B, circular foxing: 10% increase.	
Pricking holes; 16 holes for \$0.01.	
Trimming cutting; all grades:	Per 12 Pairs
Oxford quarter linings . . . . .	\$0.11
Cut-off one-strap linings . . . . .	.145
Sock linings:	
Cut of sheep . . . . .	.045
Cut of kid . . . . .	.05
Extras:	
Small lots . . . . .	.03
Oxfords . . . . .	.03
Pricking holes; 32 holes for \$0.01.	
Cloth cutting; all grades:	Per 36 Pairs
Vamp linings and doublers:	
Boots . . . . .	\$0.40
Oxfords . . . . .	.20
Straps . . . . .	.20
Heeling room; all grades:	Per 12 Pairs
Heel-shaving and breasting . . . . .	\$0.12
Scouring and breast-scouring . . . . .	.10
Glazing . . . . .	.03
Third scouring . . . . .	.03
Veneering . . . . .	.0225
Heel-burnishing . . . . .	.08

### UNITED NOVELTY SHOE COMPANY—LOWELL

AUGUST 18, 1933

*In the matter of the joint application for arbitration of a controversy between the United Novelty Shoe Company of Lowell and employees. (54)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the United Novelty Shoe Company of Lowell was within its rights in discharging the employee in question, employed as a machinist.

### DODGE, BLISS & PERRY COMPANY, INC.—NEWBURYPORT

AUGUST 23, 1933

*In the matter of the joint application for arbitration of a controversy between Dodge, Bliss & Perry Company, Inc., shoe manufacturer of Newburyport, and stitchers etc. (58)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Boards awards that the following prices shall be paid by Dodge, Bliss & Perry Company, Inc., at Newburyport, for the work as there performed:

	Per Week
Sample stitcher . . . . .	\$19.20
Sample stitcher, instructor and cripple girl . . . . .	19.20
Floor girl, giving out work . . . . .	16.50
Odd-shoe girl . . . . .	13.50
Dieing-out; per hour, \$0.35.	



**MAYFAIR SHOE COMPANY—NEWBURYPORT**

AUGUST 23, 1933

*In the matter of the joint application for arbitration of a controversy between the Mayfair Shoe Company of Newburyport and stitchers. (59)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Mayfair Shoe Company at Newburyport, for the work as there performed:

	Per Week
Sample stitcher . . . . .	\$19.20
Odd-shoe girl . . . . .	13.50

AUGUST 30, 1933

*In the matter of the joint application for arbitration of a controversy between the Mayfair Shoe Company of Newburyport and cutters. (60)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.29 per 36 pairs shall be paid by the Mayfair Shoe Company at Newburyport for cutting a whole Regent pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

AUGUST 30, 1933

*In the matter of the joint application for arbitration of a controversy between the Mayfair Shoe Company of Newburyport and stitchers. (57)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Mayfair Shoe Company at Newburyport, for the work as there performed:

	Per 36 Pairs
Spectator oxford:	
Fancy stitching . . . . .	\$7.70
Vamping . . . . .	1.92

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

**DODGE, BLISS & PERRY COMPANY, INC.—NEWBURYPORT**

SEPTEMBER 13, 1933

*In the matter of the joint application for arbitration of a controversy between the Dodge, Bliss & Perry Company, Inc., of Newburyport, and stitchers. (67)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Dodge, Bliss & Perry Company, Inc., at Newburyport, for the work as there performed:

	Basic Hourly Rate to be Used in Figuring Piece Prices
Eyeletting . . . . .	\$0.45
Punching straps on perforating machine . . . . .	.45
Lacing by machine . . . . .	.45
Siding-up . . . . .	.40
Barring . . . . .	.45

This decision is to be effective as of July 3, 1933.

**PRIME TANNING COMPANY, INC.—WOBURN**

SEPTEMBER 18, 1933

*In the matter of the joint application for arbitration of a controversy between the Prime Tanning Company, Inc., of Woburn, and employees. (63)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Prime Tanning Company, Inc., at Woburn was within its rights in discharging the employee in question.

## FISHER SHOE COMPANY—NEWBURYPORT

SEPTEMBER 20, 1933

*In the matter of the joint application for arbitration of a controversy between the Fisher Shoe Company of Newburyport and packers. (64)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Fisher Shoe Company at Newburyport shall not be required to re-employ the three employees in question.

## MERRIMACK SHOE MANUFACTURING COMPANY—LOWELL

SEPTEMBER 22, 1933

*In the matter of the joint application for arbitration of a controversy between the Merrimack Shoe Manufacturing Company of Lowell and employees. (71)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Merrimack Shoe Manufacturing Company at Lowell is not required to make payment of back pay, so called, to the employee in question.

## SELWYN SHOE CORPORATION—BOSTON

SEPTEMBER 25, 1933

*In the matter of the joint application for arbitration of a controversy between the Selwyn Shoe Corporation of Boston and stitchers. (69)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Selwyn Shoe Corporation at Boston, for work as there performed:

Pattern No. 30-25:	Per 36 Pairs
Pump stitching . . . . .	\$1.60
Blucher tongues . . . . .	.40
Fancy stitching . . . . .	.80
Sewing on buckles . . . . .	.27

## BOURQUE SHOE COMPANY—METHUEN

SEPTEMBER 26, 1933

*In the matter of the joint application for arbitration of a controversy between the Bourque Shoe Company of Methuen and employees. (61)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed and considered the report of an expert assistant, the Board awards that the following prices shall be paid by the Bourque Shoe Company at Methuen, for the work as there performed:

Outside cutting:	Per 36 Pairs
By hand:	
Seamless pump . . . . .	\$0.90
Three-quarter seamless pump . . . . .	1.08
Oxfords and ties . . . . .	1.08
One-strap (cut-off strap) . . . . .	1.08
D'Orsay pump . . . . .	.99
Regent pump . . . . .	1.08
Heel-covers, leather . . . . .	.24
By machine:	
Oxfords and ties . . . . .	.65
One-strap (cut-off strap) . . . . .	.65
D'Orsay pump . . . . .	.60
Regent pump . . . . .	.65
Heel-covers, leather . . . . .	.14
Patterns not specified; 60% of base hand price (leather extras to be added).	
Leather extras (patent leather, side leather and sheep; base price):	
Calf . . . . .	.09
Kid . . . . .	.21
Suede . . . . .	.18
Colors, when cut as colors by order of supervisor . . . . .	.12

Per 36 Pairs

Small skins (50% of same being three feet or under on whole job)	\$0.15
Vamps and quarters cut out of tear-offs or pieces (for shoes actually cut)	.15
Small patterns cut out of tear-offs or pieces (no leather to be considered tear-offs or pieces unless under three feet)	.075
Pricking holes; per piece, \$0.00 1/16.	
Matchmarking; per piece, \$0.00 1/12.	
Matching design; per piece, \$0.00 1/12.	
Fabrics:	
Two-thick; 60% of base price.	
Four-thick; 40% of base price.	
Samples:	
One to six pairs, inclusive; double price.	
Over six pairs; price and one-half.	
Hour rate; \$0.85.	
Block cutting:	
Quarter linings cut out of sheep:	
Oxfords	24
Straps	24
Pumps	21
Quarter linings cut out of imitation leather (four-thick):	
Oxfords	.11
One-strap	.11
Pumps	.10
Sole linings cut out of imitation leather (four-thick)	.055
Tongues	.10
Tongue linings	.04
Strap linings	.04
Stitching:	
Making linings:	
Closing linings	.07
Staying linings	.065
Vamping (circular)	.18
Closing fronts	.06
Stitching straps (each)	.06
Stitching tongue linings	.12
Imitation French cord:	
D'Orsay pump	.27
Center-buckle strap	.57
Oxfords	.24
Billie ties	.24
Vamping:	
Oxfords	.72
Billie ties	.72
Regent pump	.48
D'Orsay pump	.30
One-straps	.30
Top-stitching:	
Regent pump (vamp over quarter)	.51
Seamless pumps	.48
Billie ties	.45
Oxfords	.45
Center-buckle strap	.96
Tack allowances, four to the pair; extra	.10
Side stays:	
Two to the pair; extra	.05
Four to the pair; extra	.10
Turning ends; extra	.03
Tongues:	
Plain	.21
Scalloped	.24
French-cord stitching; Regent and seamless pumps	.45
French-cord turning; Regent and seamless pump (machine)	.36
Cementing French cord; Regent and seamless pumps (machine)	.14

Stitching piping:	
Vamps (circular)	\$0.225
Quarters (oxford)	.51
Eyeletting:	
One-eyelet ties	.11
Three-eyelet ties	.13
Skiving vamps	.075
Pressing vamps	.14
Closing fronts on Regent quarters	.09
Lap-stitching strap on quarters (four to the pair)	.18
Cut-outs by machine:	
Quarters; flat, no lining:	
Two to the pair	.075
Four to the pair	.10
Quarters; flat with lining:	
Two to the pair	.11
Four to the pair	.14
Vamps; flat, no lining	.075
Vamps; flat with lining	.13
Marking for stitch-markers:	
Vamps	.07
Quarters:	
Two to the pair	.07
Four to the pair	.10
Stitching tongues on vamps	.21
Closing outsides	.075
Taping:	
Heel seams (knife machine)	.045
Quarters:	
Knife machine	.07
Hand machine	.095
Stamping	.05
Bench work:	
Centering vamps	.055
Cementing underlays, stays or appliques:	
Two to the pair	.07
Four to the pair	.125
Cementing:	
Doublers on vamps	.07
Doublers on quarters	.11
Vamp linings on vamps	.07
Stays on quarters	.11
Quarters for cut-outs	.08
Vamps for cut-outs	.07
Vamps for pressing	.06
Trimming:	
Oxford quarters	.09
Center-buckle strap	.08
Lacing oxfords, by hand	.13
Lacing ties (one eyelet)	.09
Lacing stripping by hand, Pattern No. 306:	
Quarter, two to the pair	.33
Vamp	.42
Fancy stitching:	
No. 280; stitching cut-outs in quarter	.48
No. 230; stitching cut-outs in quarter	.66
Nos. 298 and 300:	
Fancy on quarter, two rows (four to the pair)	.63
Fancy on vamp, two rows	.48
No. 128; stitching cut-outs in quarter	.39
No. 163; stitching cut-outs in quarter	.39
No. 245; stitching tip (one row)	.135
No. 242; stitching one row on vamp	.24
No. 196; fancy on quarter (two to the pair) two rows	.60



	Per 36 Pairs
No. 196; fancy on vamp, two rows . . . . .	\$0.75
No. 196; stitching strip on vamp . . . . .	.36
Nos. 275, 278:	
Fancy on quarters (four to the pair) . . . . .	.27
Fancy on vamp . . . . .	.225
Fancy on eyelet-stays . . . . .	.225
No. 283 oxford:	
Fancy on vamp (flat) . . . . .	1.19
Fancy on quarter (flat) . . . . .	1.17
No. 281 pump:	
Fancy on vamp (closed condition) . . . . .	1.48
Fancy on quarter (closed condition) . . . . .	1.33
No. 127; stitching cut-outs in quarter (four to the pair) . . . . .	.87
No. 156; stitching cut-outs in quarter (four to the pair) . . . . .	.80
No. 244; No. 1 fancy on quarter (four to the pair) . . . . .	.39
No. 245; No. 2 fancy on quarter (four to the pair) . . . . .	.45
No. 102:	
Stitching cut-outs on quarters (four to the pair) . . . . .	.48
Stitching overlay strap on quarters (four to the pair) . . . . .	.72
No. 257; stitching cut-out on quarter (four to the pair) . . . . .	.43
Nos. 302, 303:	
Gimp-stitching quarter:	
Two to the pair . . . . .	.21
Four to the pair . . . . .	.36
Gimp-stitching vamp . . . . .	.21
No. 293; gimp-stitching quarter (four to the pair) . . . . .	.78
Nos. 293, 294; gimp-stitching vamp . . . . .	.48
Nos. 232, 233, 234:	
First row and center cut-out . . . . .	1.00
Second row (after being top-stitched) . . . . .	.50
No. 254:	
Cutting and inserting stripping and stitching on vamp . . . . .	.66
Cutting and inserting stripping and stitching on quarter (two to the pair) . . . . .	.64
No. 301; six continuous cut-outs and center cut-out separate, on vamp . . . . .	.66
Nos. 269, 272, 279:	
Stitching cut-outs on oxford vamp (flat) . . . . .	.67
Stitching cut-outs on pump vamp (closed condition) . . . . .	.72
Nos. 239, 240; stitching overlay on vamp, cut-out stitched separate . . . . .	.87
No. 252:	
Inserting tab and stitching on quarter (two to the pair) . . . . .	.39
Closing fronts . . . . .	.09
Nos. 239, 240:	
Stitching foxing on quarter, held on (four to the pair) . . . . .	.50
Stitching eyelet-stay, cemented on . . . . .	.225
No. 246; fancy on quarter . . . . .	.48
No. 296:	
First operation on quarter, barring two rows (four to the pair) . . . . .	.33
Second operation on quarter, stitching around cut-outs after being top-stitched; flat . . . . .	.54
Second operation on quarter, stitching around cut-outs after being top-stitched; closed condition . . . . .	.60
First operation on vamp, stitching bars . . . . .	.54
Stitching second row all around inlay on vamp:	
Flat . . . . .	.45
Closed condition . . . . .	.48
Stitching third row below cut-out and bar to meet cut-out:	
Flat . . . . .	.21
Closed condition . . . . .	.24
Stitching tongues on vamps . . . . .	.21
Stockfitting:	Per Week
All-round stockfitter . . . . .	\$30.00
Turning channels . . . . .	27.00

	Per Week
Rounding	\$25.00
Dieing-out innersoles	22.50
Boy around room	14.50
Lasting and making:	Per 36 Pairs
Putting up work	\$0.09
Assembling	.27
Paper in heel	.03
Right-and-left counters	.03
Pocket linings	.03
Wiping paste off counters	.03
Pulling-over, including inserting box toes	.36
Centering; extra	.03
Lasting, Consolidated machine; including spindling four times (heel not done)	.96
Heelseat lasting	.10
Pounding toes after Consolidated machine	.15
Inserting shanks and fillers	.12
Sole-laying:	
Cuban	.20
Louis	.23
McKay stitching, Model R	.27
Cementing channels, including sizing-out	.07
Leveling	.24
Paper in shank; extra	.03
Filling soles, squeezing shoes, putting heels on rack, taking racks in and out of dryer	.09
Samples:	
One to six pairs, inclusive; double price.	
Over six pairs; price and one-half.	
Wood-heeling:	
Full Louis; heels trimmed including pounding	1.65
Continental, one-half trimmed including pounding; extra	.27
Matching design or color by heeler	.18
Pounding Cubans if requested by supervisor	.12
Nailing (automatic machine), heels not attached	.10
Samples:	
One to six pairs, inclusive; double price.	
Over six pairs; price and one-half.	
Edgemarking and finishing:	
Edgetrimming	.33
Edgesetting:	
One setting all round	.33
With contrasting stain, extra:	
All around	.06
Forepart	.04
Buffing:	
Shank of sole in bulk, before lasting	.045
Forepart, after lasting	.13
Forepart and top, after lasting	.16
Naumkeaging all over (including shield and extra pad)	.20
Painting bottoms	.15
Waxing and polishing	.15
Pulling lasts	.085
Samples:	
One to six pairs, inclusive; double price.	
Over six pairs; price and one-half.	
Treeing and packing:	
Patent leather; cleaning and ironing	1.02
White kid (not covered); cleaning and ironing	.96
Black or colored kid and calf; cleaning and ironing	.84
Suede (not covered); cleaning	.96
Black or dark colored fabrics (not covered); cleaning	.54
White and light-colored fabrics (not covered); cleaning	.66

	Per 36 Pairs
Suede shoes; cleaning on bench . . . . .	\$0.72
Inserting sock linings . . . . .	.10
Pressing counters (shaping machine) . . . . .	.05
Samples:	
One to six pairs; double price.	
Over six pairs; price and one-half.	Per Week
Room girls . . . . .	\$13.00
Dressers . . . . .	14.00
Packers . . . . .	14.50
Tip-repairers . . . . .	15.50
Treers . . . . .	28.00

## FAIR SEX SHOE, INC.—LYNN

SEPTEMBER 28, 1933

*In the matter of the joint application for arbitration of a controversy between the Fair Sex Shoe, Inc., of Lynn, and packers. (72)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Fair Sex Shoe, Inc., at Lynn was within its rights in discharging the employee in question.

## FISHER SHOE COMPANY—NEWBURYPORT

SEPTEMBER 29, 1933

*In the matter of the joint application for arbitration of a controversy between the Fisher Shoe Company of Newburyport and wood-heelers. (62)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.12 extra per 36 pairs shall be paid by the Fisher Shoe Company at Newburyport for finishing the heel presented, for the work as there performed.

The Board awards this decision is to be effective as of August 21, 1933.

## B. A. CORBIN &amp; SON COMPANY—MARLBOROUGH

OCTOBER 5, 1933

*In the matter of the joint application for arbitration of a controversy between B. A. Corbin & Son Company of Marlborough and employees. (70)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the B. A. Corbin & Son Company at Marlborough, under the terms of the agreement with its employees operating under the temporary code in this industry under the National Recovery Act, shall increase its wage rates, piece and hour, to meet the reduction in hours from the weekly period of forty-eight hours specified in said agreement.

## GOLD SEAL SHOE CORPORATION—LYNN

OCTOBER 13, 1933

*In the matter of the joint application for arbitration of a controversy between the Gold Seal Shoe Corporation of Lynn and cutters. (95)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards as follows in the factory of the Gold Seal Shoe Corporation at Lynn, for the work as there performed:

Cutting on clicking machine, Savoy pattern, No. 30345:	Per 36 Pairs
Satin:	
Long straps, two to a pair; cut two-thick . . . . .	\$0.24
Short straps, one to a pair; cut two-thick . . . . .	.14
Center straps, two to a pair; cut two-thick . . . . .	.24
Leather, center straps . . . . .	.45

These prices are to be considered as the 1928 State Board prices and are subject to the differential now in effect covering such prices.

This decision is effective as of the date of the inception of the work.



OCTOBER 20, 1933

*In the matter of the joint applications for arbitration of a controversy between the Gold Seal Shoe Corporation of Lynn and stitchers. (77-79)*

Having considered said applications and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards as follows in the factory of the Gold Seal Shoe Corporation at Lynn, for the work as there performed:

Fancy stitching:	Per 36 Pairs
Cross blucher oxford . . . . .	\$7.01
Pump stitching:	
Cross blucher oxford . . . . .	1.32
Cross tongue, pattern No. 88-7 . . . . .	.63

These prices are to be considered as the 1928 State Board prices and are subject to the differential now in effect covering such prices.

This decision, by agreement of the parties, shall take effect as of September 21, 1933.

OCTOBER 20, 1933

*In the matter of the joint application for arbitration of a controversy between the Gold Seal Shoe Corporation of Lynn and stitchers. (92)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards as follows in the factory of the Gold Seal Shoe Corporation at Lynn, for the work as there performed:

French-cord cementing, Cross oxford . . . . .	Per 36 Pairs \$0.09
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This price is to be considered as the 1928 State Board price and is subject to the differential now in effect covering such price.

OCTOBER 20, 1933

*In the matter of the joint application for arbitration of a controversy between the Gold Seal Shoe Corporation of Lynn and stitchers. (93)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that no extra shall be paid by the Gold Seal Shoe Corporation at Lynn for the so-called dip on the shoe in question.

### HARVARD SHOE COMPANY—BOSTON

OCTOBER 30, 1933

*In the matter of the joint application for arbitration of a controversy between the Harvard Shoe Company of Boston and wood-heelers. (96)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harvard Shoe Company at Boston, for the work as there performed:

	Per 36 Pairs
Cementing flaps . . . . .	\$0.15
Naumkeaging foreparts and tops . . . . .	.36

OCTOBER 30, 1933

*In the matter of the joint application for arbitration of a controversy between the Harvard Shoe Company of Boston and wood-heelers. (103)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.12 extra per 36 pairs shall be paid by the Harvard Shoe Company at Boston for finishing the heel presented, for the work as there performed.

### SUFFOLK SHOE COMPANY—CHELSEA

NOVEMBER 2, 1933

*In the matter of the joint application for arbitration of a controversy between the Suffolk Shoe Company of Chelsea and employees. (80)*



The Board awards that the following prices shall be paid by the Suffolk Shoe Company at Chelsea, for the work as there performed:

Cutting:	Per 36 Pairs
Vamps and quarters:	
By machine . . . . .	\$0.60
By hand . . . . .	.91
Quarter linings . . . . .	.12
Toe linings . . . . .	.048
Block cutting:	
Sock linings . . . . .	.06
Tips . . . . .	.15
Underlays . . . . .	.11
New wing tips . . . . .	.20
New foxings . . . . .	.15
Stitching:	
Stamping . . . . .	.05½
Closing and staying quarter . . . . .	.17½
Dinking vamp on perforating machine . . . . .	.066
Dinking quarter . . . . .	.135
Eyeletting . . . . .	.13½
Lacing . . . . .	.09
Stitching tongue . . . . .	.22
Top-stitching . . . . .	.48
Vamping . . . . .	.684
Punching holes on straps . . . . .	.048
Stitching buckles . . . . .	.12
Center buckles:	
Top-stitching . . . . .	.684
Vamping . . . . .	.30
Lining-making . . . . .	.144
Binding . . . . .	.48
Lasting:	
Assembling . . . . .	.32
Pulling lasts (no putting up) . . . . .	.16
Pulling-over . . . . .	.36
Niggerhead-operating . . . . .	1.00
Sole-laying . . . . .	.288
Pounding . . . . .	.18
Shanking . . . . .	.05
McKay sewing (no heelseat) . . . . .	.33
Beating-out:	
Rubber soles . . . . .	.20
Leather soles . . . . .	.25
Loose-nailing . . . . .	.07
Edgetrimming:	
Rubber . . . . .	.50
Leather . . . . .	.40
Edgesetting . . . . .	.40
Heel-finishing . . . . .	.192
Scouring . . . . .	.21
Shaving:	
14/8 heels and under . . . . .	.25
Over 14/8 . . . . .	.28
Breasting . . . . .	.09
Heel-nailing . . . . .	.25
Buffing and naumkeaging . . . . .	.30
Painting and finishing . . . . .	.30
Gumming . . . . .	.09
Packing:	
Lacing and sizing . . . . .	.096
Packing . . . . .	.15
Repairing, patent leather . . . . .	.72
Buffing, patent leather . . . . .	.12
Sock lining . . . . .	.12

	Per 36 Pairs
Ironing; two coats . . . . .	\$0.62
Stockfitting:	
Dinking outsoles:	
Leather . . . . .	.12
Rubber . . . . .	.10
Rounding outsoles . . . . .	.10
Wetting . . . . .	.01
Skiving . . . . .	.03
Stamping sizes . . . . .	.015
Channeling . . . . .	.12
Shanking-out . . . . .	.04
Turning channels . . . . .	.08
Staining edges . . . . .	.03
Tacking midsole to outsole . . . . .	.04
Scarfig heels, Cuban . . . . .	.03
Sticking tap and pressing . . . . .	.10
Splitting tap . . . . .	.015
Innersoles:	
Dieing-out innersoles . . . . .	.07
Dieing-out midsoles . . . . .	.07
Reinforcing heels . . . . .	.04
Dipping toes . . . . .	.01
All other piece operations; 33 1/3 % increase.	

### MAYFAIR SHOE COMPANY—NEWBURYPORT

NOVEMBER 2, 1933

*In the matter of the joint application for arbitration between the Mayfair Shoe Company of Newburyport and wood-heelers. (89)*

Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.12 extra per 36 pairs shall be paid by the Mayfair Shoe Company at Newburyport for finishing the heels presented, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of the inception of the work in question.

### SHOE MANUFACTURERS—LYNN, BOSTON, CHELSEA

NOVEMBER 6, 1933

*In the matter of the joint applications for arbitration of a controversy between the Arrow Shoe Company, Banner Shoe Company, Boston Quality Shoe Company, Clayman Shoe Company, Dartmouth Shoe Company, Farina-Chaves Shoe Company, Geller Shoe Company, Harvard Shoe Company, Liberty Shoe Company, Lynn Ideal Shoe Company, Marmon Shoe Company, Prospect Shoe Company, Publix Shoe Company, Scholnick Shoe Company, Selwyn Shoe Corporation, Signal Shoe Company, Unity Shoemakers, Inc., and Wellesley Shoe Company, members of the Eastern Shoe Manufacturers' Association of Boston and Lynn; Brenton Shoe Company, Century Shoe Company, Eleanor Shoe Company, Fine Shoe Company, Flint Shoe Company, Lastwell Shoe Company, Lynco Shoe Manufacturing Company, Inc., Lynford Shoe Company, Inc., Maxwell Shoe Company, Pacific Shoe Company, Inc., Regent Shoe Company, Swartz Shoe Company and Worthmore Shoe Company, associate members of the Eastern Shoe Manufacturers' Association of Lynn; Avon Shoe Corporation, Carter Shoe Manufacturing Company, Inc., Harold Shoe Manufacturing Company, Kashishian (Harry) Shoe Company, Lou-Mac Shoe Company, Inc., Nobby Shoe Company, Inc., Pilot Shoe Company, Rite-Fit Shoe Company, Inc., and Weldon Shoe Company, members of the Chelsea Shoe Manufacturers' Trade Associates, Inc.—and employees. (85-86)*

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid for operations on the shoe designated by the parties as a "\$4 seller," for the work as performed:

## STOCKFITTING DEPARTMENT

McKay:	
Innersoles:	Per 36 Pairs
Dinking reinforced innersoles . . . . .	\$0.11
Rounding reinforced innersoles . . . . .	.12
Putting on reinforcement with staple machine . . . . .	.05
Putting on reinforcement with cement or glue . . . . .	.08
Slashing innersoles . . . . .	.03
Dipping toes . . . . .	.02
Putting on toe pieces; one operation, with heel . . . . .	.04
Putting on toe pieces; separately . . . . .	.05
Shanking-out innersoles . . . . .	.06
Moulding . . . . .	.04
Casing and tying-up . . . . .	.02
Gluing edge of heel-piece . . . . .	.02
Combination lots and lots under 18 pairs; price and one-half to rounder and dinker.	
Marking outsoles for leather heel . . . . .	.03
Assembling outsoles and innersoles . . . . .	.015
Outsoles:	
Putting up work . . . . .	.02
Buffing shank of sole for wood heeler . . . . .	.05
Wetting . . . . .	.02
Skiving . . . . .	.04
Rounding outsoles one at a time . . . . .	.12
Channeling . . . . .	.12
Marking or stamping by crayon . . . . .	.015
Thin shanking under the lip . . . . .	.12
Fleshing forepart . . . . .	.05
Fleshing heel to heel . . . . .	.07
Feather-edging under the lip, all round . . . . .	.14
Splitting sole flap . . . . .	.04
Cementing flap . . . . .	.03
Casing and tying-up . . . . .	.02
Moulding soles . . . . .	.10
Blacking by machine . . . . .	.035
Channel turning . . . . .	.10
Welts:	
Casing innersoles . . . . .	.02
Cementing flaps . . . . .	.03
Putting up stock . . . . .	.03
Casing outsoles by tag . . . . .	.03
Skiving outsoles . . . . .	.04
Dinking or rounding innersoles . . . . .	.09
Channeling innersoles . . . . .	.18
Dinking or rounding outsoles . . . . .	.07
Shanking outsoles . . . . .	.07
Stamping outsoles . . . . .	.02
Cutting or snipping toes . . . . .	.03
Feather-edging . . . . .	.07
Stamping and cutting heel-seats . . . . .	.03
Cementing channels . . . . .	.06
Lip-setting . . . . .	.09
Cutting and forming in . . . . .	.09
Trimming canvas . . . . .	.09
Slashing . . . . .	.06
Marking, per lot . . . . .	.015
Sorting and tying-up . . . . .	.02
Tacking heel-pieces . . . . .	.08
Splitting and cementing flaps . . . . .	.07
Riveting, one rivet . . . . .	.06
Compo:	
Outsoles:	
Putting up work . . . . .	.02

	Per 36 Pairs
Buffing shank of sole for wood heeler . . . . .	\$0.05
Skiving . . . . .	.04
Sponging soles . . . . .	.015
Flexing on Zeigler machine . . . . .	.03
Rounding, one at a time . . . . .	.12
Marking or stamping . . . . .	.015
Splitting flap . . . . .	.04
Cementing . . . . .	.03
Shanking-out . . . . .	.14
Reducing forepart . . . . .	.09
Feather-edging, all around . . . . .	.12
Roughing all around:	
Bresnahan, old machine . . . . .	.12
Bresnahan, new machine . . . . .	.08
USMC machine . . . . .	.05
Cementing soles twice:	
Bresnahan machine . . . . .	.10
USMC machine . . . . .	.07
Trimming margin on Apex:	
Forepart . . . . .	.06
Shank . . . . .	.08
Trimming margin on edgetrimmer:	
Heel to heel . . . . .	.06
Ball to ball . . . . .	.04
Moulding . . . . .	.10
Casing and tying-up . . . . .	.02
Leveling shanks . . . . .	.03
Innersoles:	
Rounding reinforced innersoles . . . . .	.12
Dinking reinforced innersoles . . . . .	.11
Slashing, all innersoles . . . . .	.03
Putting on reinforcement with staple machine . . . . .	.05
Putting on reinforcement with glue or cement . . . . .	.08
Dipping toes . . . . .	.02
Putting on toe-pieces; one operation with heel . . . . .	.04
Putting on toe-pieces, separately . . . . .	.05
Shanking out innersoles . . . . .	.06
Moulding . . . . .	.04
Casing and tying-up . . . . .	.02
Gluing edge of heel-piece . . . . .	.02
Combination lots and lots under 18 pairs:	
price and one-half to rounder and dinker.	
Treating soles (including laying-out and picking up) . . . . .	.09
Marking outsoles for leather heel . . . . .	.03
Assembling outsoles and innersoles . . . . .	.015
Heel-reinforcing . . . . .	.03
Sbicca:	
Outsoles:	
Bevel-slashing . . . . .	.09
Sole-splitting . . . . .	.15
Forepart-randng . . . . .	.20
Shanking-out . . . . .	.14
Roughing . . . . .	.10
Roughing, new machine . . . . .	.08
Cementing . . . . .	.08
Cementing center soles . . . . .	.02
Matchmaking innersoles and outsoles and pasting papers . . . . .	.12
Innersoles:	
Rounding, one pair at a time:	
With attachment . . . . .	.18
Without attachment . . . . .	.24
Samples; price and one-half.	
Hour work:	



Per 36 Pairs

Skilled operations; such as dinking, rounding, thin-shanking, channel-	
turning, moulding . . . . .	\$0.80
Unskilled operations . . . . .	.40

## CUTTING DEPARTMENT

Circular vamp, including plain toe . . . . .	\$0.81
Seamless pump, including plain toe . . . . .	1.35
Circular vamp, band or collar:	
No. 1 . . . . .	.54
No. 2 . . . . .	.63
Throat collar . . . . .	.54
Quarter collar, straight . . . . .	.54
Plain saddle . . . . .	.54
Oxford collar, top and front . . . . .	.66
D'Orsay pump quarter . . . . .	.63
Foxing like D'Orsay quarter . . . . .	.63
Saddle like D'Orsay quarter . . . . .	.63
Regent quarter with throat collar, or three-quarter Regent . . . . .	.90
Split vamp, including plain toe:	
Circular . . . . .	.99
Seamless . . . . .	1.53
All ball straps and cut-off circular vamp . . . . .	.72
Extras:	
Backstays:	
Oxford . . . . .	.18
Boot . . . . .	.18
Plain toe . . . . .	.07
Heel covers, base . . . . .	.28
Kid, kangaroo and goat . . . . .	.54
Kid or kangaroo ooze . . . . .	.375
Ooze calf . . . . .	.375
Sheep, cabaretta or ooze cabaretta . . . . .	.375
Nubuck . . . . .	.375
Genuine buck . . . . .	.48
Colored leathers, including kid . . . . .	.15
Fabrics:	
Cut two-thick; 75% of base price.	
Cut four-thick; 70% of base price.	
Piercing holes; per hole, \$0.00 1/16.	
Slots, per slot; \$0.00 1/12.	
Notches, curved or V-shaped, or like inverted notch, but not to apply to pointed straps; per notch; \$0.00 1/8.	
Matchmarking; per piece; \$0.00 1/8.	
Small lots, under 18 pairs; per width per pair; \$0.005.	
Leather colors; extra to be split where two kinds of leather are used on any particular shoe.	
(Interpretation: this extra is based on six pieces to a pair or over; under six pieces to be divided proportionately as; vamps or two pieces to a pair, one-third; quarters or four pieces to a pair, two-thirds)	
Samples; price and one-half.	
Outside fabric materials to be cut by cutters selected by the foreman only.	
Genuine snake; 50% on price of patterns.	
All other extras, regular price of such extras.	
Genuine lizard; per piece, \$0.0075.	
All other extras, regular price of such extras.	
Genuine alligator; per piece, \$0.01.	
Matching designs, all leathers; per piece, \$0.00 1/8.	
Narrow conditions; straps, or collars, straps, quarter collars, vamp collars or throat collars, 7/16 to 5/16-inch in width; two to a pair . . . . .	.07
Length of straps:	
Base price of straps, including six inches for the combined length	

	Per 36 Pair
of long and short straps, measured by a straight line drawn through the strap from the top to the center of the base.	
Over six inches and up to and including seven inches; \$0.07.	
Over seven inches and up to and including eight inches; \$0.07.	
Straps attached to either vamps, quarters or collars, two long straps to a pair, one-half inch or over in width, not over 4½ inches in length	\$0.21
Two short straps or projections to a pair, one-half inch or over in width, not over 1½ inches in length	.06
Half notch; 16 for \$0.01.	
Wave or bulge on straps, quarters, vamps or collars; 16 for \$0.01.	
Throat collars attached to quarters, one-half inch or over in width	.28
Right-and-left quarter patterns	.07
Narrow collars or straps, if required to be tied in sizes	.07
When two different style patterns are cut out of one skin; extra for each shoe	.07
Colors, gold and silver leather; no extra unless required to match.	
Hour work; \$0.90 per hour.	
	Per 12 Pairs
Linings (based on cutting eight thicknesses of cloth):	
Toe linings, two pieces to a pair	\$0.02
Blucher linings, two pieces to a pair	.02
Split toe linings, four pieces to a pair	.03
Seamless vamp linings	.025
Three-quarter-seamless vamp linings	.0225
Three-quarter foxing linings	.0075
Quarter doublers or backers	.02
Circular-vamp doublers	.0175
Circular blucher-vamp doublers:	
With slot	.025
Without slot	.02
Toe plugs:	
In bulk	.01
Put up in sizes	.015
Tongue linings	.0175
Buckram tongue filler	.03
Extras:	
Pricking holes; per hole	.01
Short, three-quarter vamp lining or square end, circular	.005
Notches	.01
Guide marks	.01
Small lots, under 18 pairs:	
Toe linings, four pieces to a pair	.015
Quarter doublers, four pieces to a pair	.015
Vamp linings, two pieces to a pair	.0075
Vamp linings put up in half sizes	.005
Cutting linings on outside patterns	.005
(Explanation: this extra to be applied only when a set of patterns is not furnished the lining cutter and he has to secure patterns from outside cutters, one or two at a time)	
Samples; price and one-half.	
Right-and-left backers	.005
Slipping patterns:	
On toe	.005
On ball	.0075
Fleeced-back drill	.01
Tufsta or tufstick; over regular drill	.01
Rubber backer; over regular drill	.01
Hour rate; per hour, \$0.80.	
Trimmings:	
Quarter, base pattern	.12
Circular vamp	.12
Circular vamp band	.11
Full seamless lining	.21

	Per 12 Pairs
Whole sock linings:	
Cut single . . . . .	\$0.06
Cut double . . . . .	.04
Half sock linings:	
Cut single . . . . .	.04
Cut double . . . . .	.03
Extras:	
Slots . . . . .	.01
Work cut from pieces one foot and under; 50% extra.	
Small lots, under 18 pairs; per part, \$0.015.	
Pricking holes; per hole, \$0.00 1/16.	
Detached straps . . . . .	.01
Kid or cabaretta linings; extra over sheepskin . . . . .	.02
Descriptive diagrams of trimming-cutting formations:	
A. 1, 2, 2-A or 2-B, four to a pair; up to and including 1½ inches in length . . . . .	.03
B. Over 1½ inches and up to and including 2½ inches, four to a pair; extra . . . . .	.03
C. Three inches and over, long-strap price; four to a pair . . . . .	.12
D. 3 or 3-B; two to a pair . . . . .	.06
E. 3-A or 3-C; two to a pair . . . . .	.03
Samples, singles and specials; price and one-half.	
Hour work; \$0.70 per hour.	
Dinking by hand:	Per 36 Pairs
Quarters, vamps, vamp bands, vamp collars or similar outside patterns, including sock linings; open or filled-up die; 50% of base price.	
Rubber die, cut single; 60% of base price.	
All others, such as appliques, non-slips, etc.	
(two to a pair); open die . . . . .	\$0.09
Rubber die, cut single (two to a pair) . . . . .	.12
Tufsta (12 and 16-thick); two to a pair . . . . .	.03
Hour price; \$0.75.	

## STITCHING DEPARTMENT

	Per 36 Pairs
Perforating:	
Straight tip, imitation tip or top of straight tongue . . . . .	\$0.08
Diamond or shield tip . . . . .	.16
Short wing tip . . . . .	.22
Square wing tip . . . . .	.19
Full wing tip . . . . .	.24
Imitation straight lace row on oxford . . . . .	.135
Top of oxford . . . . .	.16
Straight foxing . . . . .	.16
Circular foxing . . . . .	.16
Hook foxing, top not included . . . . .	.22
Brogue foxing . . . . .	.22
Short, straight vamp lines . . . . .	.135
Vamp lines . . . . .	.16
Gore of Colonial quarter . . . . .	.16
Side of saddle, straight . . . . .	.16
Straight backstays . . . . .	.135
Circular vamp . . . . .	.16
Circular vamp collar, overlap . . . . .	.16
Circular overlap . . . . .	.16
Vamp throat . . . . .	.135
Throat collar, 5/16-inch and over . . . . .	.1325
Egg-shaped throat collar . . . . .	.16
Egg-shaped vamp throat . . . . .	.16
Seamless vamp or pump, done closed . . . . .	.24
Seamless vamp or pump, done open . . . . .	.22
Four straps to a pair, detached:	
On row in center, including stops . . . . .	.22
One row on each side, including stops . . . . .	.43
One row all around . . . . .	.46

	Per 36 Pair				
Regular ball strap . . . . .					\$0.22
Large ball strap . . . . .					.24
Theo or eyelet-tie quarter, straight front; vamp line not included . . . . .					.32
Theo or eyelet-tie quarter, with curve at bottom . . . . .					.35
One-strap quarter, one row and one row on strap . . . . .					.30
One row on top, making points at base of strap . . . . .					.32
One row on top and one row on strap, making points at base of strap . . . . .					.38
One row on top and one row on each side of strap, not making ends; stops included . . . . .					.46
One row on top and around strap, including ends . . . . .					.48
Small tongue . . . . .					.135
Large tongue . . . . .					.16
Two-strap quarters:					
Making points at base of strap . . . . .					.52
Making points at base of strap and one row on strap . . . . .					.59
One row and around strap . . . . .					.78
Three-strap quarters:					
Making points at base of strap . . . . .					.67
Making points at base of strap and one row on strap . . . . .					.85
One row and around strap . . . . .					1.11
Extras:					
Points, two to a pair . . . . .					.06
(Explanation: a point on perforating shall mean a combination of a point and curve. Square corners are not considered points but come under the head of stops)					
Stops; four to a pair . . . . .					.06
Pinking; extra over perforating; one-third.					
Perforating after pinking; one-third.					
Perforating through lining; one-third.					
When panel or design is made up on a combination of established lines, nothing shall be paid for stops where such lines join. If said design or panel is made up of straight lines joining, \$0.03 shall be deducted from each operation after the first.					
Blucher formation . . . . .					.03
Bars; four to a pair . . . . .					.12
Changing guide . . . . .					.09
(Explanation: this extra to apply only when the operator has to remove and replace the guide, when conditions compel the removal of the guide on same case of perforating)					
Stitching cut-outs, per 100 cut-outs; base price:	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops
Individual stitching, without knife:					
1½ inches and under:					
Flat . . . . .	\$0.32	\$0.37	\$0.42	\$0.47	\$0.52
Fitted . . . . .	.47	.52	.57	.62	.67
Over 1½ inches:					
Flat . . . . .	.37	.42	.47	.52	.57
Fitted . . . . .	.52	.57	.62	.67	.72
Individual stitching, with knife:					
1½ inches and under, flat . . . . .	.47	.52	.57	.62	.67
Over 1½ inches, flat . . . . .	.52	.57	.62	.67	.72
Bound or pressed cut-out:					
1½ inches and under . . . . .	.47	.52	.57	.62	.67
Over 1½ inches . . . . .	.52	.57	.62	.67	.72
Fitted work is any work not cemented or where lining must be held in place.					
Flat work is any work cemented or where lining or underlay does not have to be held in place.					
The 1½-inch measurement is taken from the longest straight line.					
The base price includes all trimming and barring.					
Continuous stitching, without knife, 1½ inches and under:					Less per 10
Cluster of four cut-outs or more . . . . .					\$0.10
Cluster of less than four cut-outs . . . . .					.05



Less per 100

Continuous stitching, without knife, over 1½ inches:	
Cluster of four cut-outs or more	\$0.10
Cluster of less than four cuts-out	.05
Pump stitching:	Per 36 Pairs
Seamless or Regent pump	\$0.63
Vamp throat	.30
Circular vamp or egg-shaped throat	.39
Vamp lines	.22
Eyelet ties or blucher quarters	.63
One-strap quarters	.66
Theo tie, vamped shoe	.90
One-strap pump, vamped shoe	1.15
Straight top or gore quarter	.39
One-gore pump including going around gore; round or square corners	.96
Long detached strap	.36
Short detached strap	.18
Tongues, no vamp or vamp lining attached	.36
Tongues attached to vamp or vamp lining	.45
Sally vamp, not making loop	.73
Sally vamp, including making loop	.82
One-strap Sally, not making loop	1.51
One-strap Sally, including making loop	1.60
Regular Polish oxford	.54
Closed or plug oxford	.96
Attached long straps	.36
Attached short straps	.09
Extras:	
Throwing knife; two for	.06
Holding in stays; two for	.06
Barring back seam:	
V bar	.15
Square bar	.21
Holding gores, two to a pair, when both sides of gore are held in	.24
Extra length of strap for each inch over six inches, combined length of long and short straps (measuring one shoe)	.08
Two-strap shoe, combined length over six inches	.08
Collar condition; collar over when quarter does not come even at edge of collar and quarter is not beveled or skived and comes within 3/16-inch of edge of top of quarter	.09
Stripping collars when top edge of stripping comes within 3/16-inch of top of quarter	.09
Vamp collars; one-half extra of quarter collars.	
Only one collar condition to apply on either vamp or quarter.	
Narrow condition of straps, 5/16-inch or under	.06
Inverted points or waves, four to a pair	.06
Stops on sides of pump at vamp line	.06
Inserting buckram in tongue	.09
Buckram cemented in	.06
Facing shoes when each shoe has to be turned after being top-stitched by top-stitcher	.06
Turning in ends of imitation French cord; four ends to a pair	.06
Slashing for Barber trimmer to be paid for when done; four to a pair	.06
Point on end of strap; two to a pair	.08
Imitation French-cord stitching; 4-ligne binding:	
Seamless or Regent pump	.40
Vamp throat	.18
Circular vamp	.25
Eyelet ties or blucher quarters	.40
One-strap quarters, flat	.43
Theo tie, vamped shoe	.57
One-strap pump, vamped shoe	.64
Straight top or gore quarter	.29
Detached straps:	
Two to a pair	.29

	Per 36 Pairs
Four to a pair, long and short . . . . .	\$0.50
Tongues . . . . .	.22
One-strap Sally . . . . .	.85
Regular Polish oxford, round or square corners . . . . .	.35
Closed or plug oxford . . . . .	.67
Extra straps:	
No short end . . . . .	.22
Including short end . . . . .	.25
Extras:	
Strap over six inches (combined length); each inch . . . . .	.09
Collar condition; collar over, when quarter does not come even at edge of collar and quarter is not skived or beveled and comes within 3/16-inch of edge of top of quarter . . . . .	.11
Stripping collar over, when top edge of stripping comes within 3/16-inch of top of quarter . . . . .	.11
Vamp collars; one-half price of quarter collars.	
Only one collar condition to apply on either vamp or quarter.	
Narrow condition on straps 5/16-inch or under . . . . .	.07
Inverted points or waves; four to a pair . . . . .	.07
Stops at vamp line; four to a pair . . . . .	.07
Fancy stitching (based on one row single and two rows close):	
Imitation lace row, oxford . . . . .	.21
Top of oxford or short Colonial quarter . . . . .	.30
One row on top and front of oxford, together . . . . .	.42
One row on strap quarter or long Colonial or gore quarter . . . . .	.30
One row all around seamless pump, open . . . . .	.40
One row all around seamless pump, closed . . . . .	.46
One row on Theo-tie or eyelet-tie quarter up to vamp line . . . . .	.42
One row on top, making points at base of strap . . . . .	.42
One row on top and all around strap . . . . .	.54
One row on top and up center of strap, one operation . . . . .	.35
Two-strap:	
One row on top, making points at base . . . . .	.54
One row on top and all around straps . . . . .	.78
Three-strap:	
One row on top, making points at base . . . . .	.76
One row on top and all around straps . . . . .	1.02
Imitation ball strap; two rows, single-needle . . . . .	.495
One row, circular vamp . . . . .	.32
One row, circular vamp throat . . . . .	.27
One row, Sally vamp, making points at base . . . . .	.38
One row, Sally vamp, and around strap . . . . .	.51
Imitation straight tip, one row . . . . .	.15
Imitation shield, diamond or pointed, one row . . . . .	.22
Imitation one-half wing tip . . . . .	.24
Imitation full-wing tip . . . . .	.30
Imitation circular foxing . . . . .	.32
Imitation hook foxing . . . . .	.35
Imitation pointed foxing, one row . . . . .	.495
Imitation side of saddle . . . . .	.27
Vamp lines . . . . .	.21
Stitching in tongues . . . . .	.35
Stitching in tongues, sprung on . . . . .	.41
Stitching in all gores, two to a pair (all gores sides or all around) . . . . .	.43
Stitching in straps, two to a pair . . . . .	.22
Stitching straps on quarters, both sides; four to a pair . . . . .	.81
Stitching on pointed straps to quarters or vamps; two to a pair . . . . .	.24
Stitching on straight quarter collar, 5½ inches long . . . . .	.49
Stitching on straight quarter collar, 3½ inches long, and under . . . . .	.43
Stitching on straight quarter collar, not over 2 inches, closed . . . . .	.43
Stitching short lap seams less than 2 inches; two to a pair . . . . .	.22
Fitted work; 100% over imitation work.	

## Stripping:

Two-needle with folder; extra over imitation fancy stitching . . .	\$0.06
Piping; for each row after the first four rows deduct . . .	.02
Piping, single needle; price and one-half of fancy stitching.	

## Fancy stitching; extras:

Stays, two to a pair . . . . .	.06
Centering . . . . .	.06
Matchmarking . . . . .	.06
Barring back of pumps	
V bar . . . . .	.27
Square bar . . . . .	.33
Blucher formation . . . . .	.03
Pinked-edge work; one-sixth of first row.	
Points, two to a pair . . . . .	.06
When ends of thread are required to be pulled through and cut; two ends to a pair . . . . .	.06
When a panel or design is made from regular lines joining, \$0.03 per case should be deducted from each line used in combination.	
Closed condition after being vamped . . . . .	.06
Space work, two-needle machine . . . . .	.06
Space work, two-needle machine; lace row . . . . .	.03
Sprung-on condition on collars . . . . .	.06
Zigzag stitching; one-third extra over base price.	
Extra barring if required; four to a pair . . . . .	.09

## French-cord stitching:

Seamless or Regent pump . . . . .	.48
Vamp throat . . . . .	.21
Circular vamp . . . . .	.27
Eyelet ties and blucher-oxford quarters . . . . .	.48
One-strap quarters . . . . .	.54
Theo tie . . . . .	.66
One-strap pump . . . . .	.90
Tongues . . . . .	.24
Gore pump tops . . . . .	.33
Sally vamp . . . . .	.48
One-strap Sally . . . . .	1.26
Regular oxford quarter . . . . .	.42
Closed or plug oxford . . . . .	.64
Vamp line on one-strap quarter, open-shank shoe . . . . .	.12

## Extras:

Extra length of straps over six inches, combined length; each inch . .	.08
Two-strap shoe, extra length; combined length over six inches, each inch . . . . .	.08
Collar condition; collar over quarter, when quarter does not come even at edge of collar and quarter is not skived or beveled and comes within 3/16-inch of the edge of top of quarter . . . . .	.09
Stripping collars, when top edge of stripping comes within 3/16-inch of top of quarter . . . . .	.09
Narrow condition of straps, 5/16-inch or under . . . . .	.06
Waves or inverted points; four to a pair . . . . .	.06
Stops on sides, strap shoe, at vamp line . . . . .	.06

## Vamping:

Circular vamp . . . . .	.75
Blucher oxford . . . . .	.94
Circular overlap . . . . .	.84
Side seam, straight side or curved . . . . .	.48
Two-pointed circular vamp . . . . .	.84

## Extras:

Stays, two to a pair . . . . .	.06
Centering . . . . .	.06
Half bar . . . . .	.09
Full bar . . . . .	.15
Matchmarking . . . . .	.06
Space work . . . . .	.06
Holding back linings, blucher; both sides . . . . .	.12

Narrow condition, when either the vamp is put between the quarter and lining or the quarter is put between the vamp and lining, and there are cut-outs or stitching within 5/16-inch from edge which are stitched down

\$0.12

Stitching second row with perforations; one-half price of first row.

Two rows close, single needle; second row two-thirds of price of held-on row as first row.

#### Staying:

Short seams on pumps, oxfords, low-cuts or vamp heels . . . . .	.11
Short seams on pump heels over arm, flat bed machine . . . . .	.14
Back seam in foxed quarters, 6-inch . . . . .	.12
Back seam in whole quarters, 6-inch . . . . .	.13
Cutting back, two seams to a pair, on all pressed work where required . . . . .	.03
Holding open cloth seams, not rubbed . . . . .	.06
Tying-up in sizes, narrow collars; separate sizes . . . . .	.06
Oiling patent leather, if required . . . . .	.03
Trimming pressed work, making V-shaped end where two cuts are required; two seams to a pair . . . . .	.03

#### Taping heel seams:

Taping heel seams, including rubbing down; one operation including trimming; two seams to a pair . . . . .	.075
Taping heel seams, including rubbing down; one operation including trimming by hand; two seams to a pair . . . . .	.10
Closed work over arm; extra . . . . .	.03
Wide fabric seams; extra . . . . .	.03

#### Eureka marking:

Vamp, foxing or tip; two pieces to a pair . . . . .	.025
Quarter or foxing; four pieces to a pair . . . . .	.035

#### Stamping linings by machine:

Each operation . . . . .	.05
When stock number is put on with attachment; extra . . . . .	.02
Stamping outsides with regular lining-marking machine; two pieces to a pair . . . . .	.05
Counting and marking with crayon by hand; two pieces to a pair . . . . .	.05
Stamping linings by hand; each operation . . . . .	.06

#### Lining-in vamps (when cemented by hand or machine):

Circular vamp lining . . . . .	.075
Short lining on pump or cylinder vamp . . . . .	.09
Whole or three-quarter vamp lining to heel . . . . .	.14
Blucher vamp . . . . .	.075
Tip or toe pieces . . . . .	.09
Second lining on blucher vamp . . . . .	.09
Short lining on seamless pump or vamp after being closed at back . . . . .	.11
Full lining on seamless pump or vamp after being closed at back . . . . .	.18

#### Transferring matchmarking:

Two to a pair . . . . .	.03
Four to a pair . . . . .	.06

#### Ensign lacing:

Ensign lacing including blind eyelets . . . . .	.10
Lacing by hand, four-eyelet tie . . . . .	.18

#### Sorting, packing and counting

Putting strap through loop; two to a pair . . . . .	.09
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#### Buttonhole operating; per 100 holes:

Attached straps, not trimmed . . . . .	\$0.18
Attached straps on New Reece machine . . . . .	.21
Straps not attached, not trimmed . . . . .	.14

#### Buttoning-up buttons:

One-strap . . . . .	.09
Two-button, one-strap . . . . .	.12
Three-button, one-strap . . . . .	.15
Two-strap . . . . .	.14
Three-strap . . . . .	.18

#### Buckling-up buckles:

One-strap, ends not tucked through buckle . . . . .	.09
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	Per 36 Pairs
One-strap, complete job . . . . .	\$0.12
Two-strap, ends not tucked through buckle . . . . .	.15
Two-strap, complete job . . . . .	.18
Eyeletting:	
Oxfords and eyelet ties . . . . .	.12
Theo tie, after being pump-stitched . . . . .	.18
Plug oxford; duplex machine, after being pump-stitched . . . . .	.18
Plug oxford; closed, done single . . . . .	.36
Interlacing shoes by hand, after being perforated; per 100 holes:	
Closed and vamped; tops and vamps or vamp lines:	
Large, Nos. 1 and 2 . . . . .	\$0.05
Medium, No. 3 . . . . .	.075
Small, No. 4 . . . . .	.10
Open; tops and vamps or vamp lines:	
Large, Nos. 1 and 2 . . . . .	.045
Medium, No. 3 . . . . .	.0675
Small, No. 4 . . . . .	.09
Perforating on Knight, Freeman or punch machine:	
Vamps, two to a pair, not top-stitched; no clips or mask, no fitting or size marks . . . . .	.09
Quarters, four to a pair, not top-stitched; no clips or mask, no fitting or size marks . . . . .	.18
Straight tips on punch machine . . . . .	.06
Putting two quarters into a die at once, not top-stitched . . . . .	.15
Extras:	
Using mask or mat; two to a pair . . . . .	.03
Using mask or mat; four to a pair . . . . .	.06
Clips:	
Each clip on vamp . . . . .	.01
Each clip on quarter . . . . .	.02
Shoes done after being vamped and top-stitched:	
On vamp . . . . .	.03
On quarter . . . . .	.06
When right-and-left die is used and an operator has to change dies and handle shoes twice . . . . .	.03
Punching holes in strap by die; two to a pair . . . . .	.09
Punching straps by machine; two to a pair . . . . .	.07
Closing:	
Short seams on pumps, oxfords or low-cuts:	
Union Special . . . . .	.10
Bobbin machine . . . . .	.13
Heel seam in seamless vamp or three-quarter-foxed heel seam, done alone:	
Union Special . . . . .	.11
Bobbin machine . . . . .	.14
Short seams on pump fronts or collars, ½-inch or under:	
Union Special . . . . .	.15
Bobbin machine . . . . .	.18
Matching collars; two seams to a pair . . . . .	.06
Matchmarking . . . . .	.02
Zigzag closing; one-third extra.	
Welted seams; per two seams to a pair, extra . . . . .	.06
Tying-up in sizes, narrow collars, separate sizes . . . . .	.06
Backstay stitching:	
Backstay 3½ inches or less in height, with one point . . . . .	.27
With three points or square top . . . . .	.30
Extra for each inch . . . . .	.05
Oxford:	
Straight top . . . . .	.33
Three-point top . . . . .	.36
Two-needle machine; extra . . . . .	.06
Ironing tape or backing by hand:	
Horse-shoe throat or tape on any part of shoe; two pieces to a pair . . . . .	.09
Every piece over two pieces to a pair to be figured at the rate of two pieces to a pair for \$0.08. (Illustration: first two pieces to a pair,	

\$0.09; four pieces to a pair, \$0.17; six pieces to a pair, \$0.25)	Per 36 Pairs
Ironing full backing, circular vamp; no trimming	\$0.13
Seamless vamp or pump	.18
Three-quarter-foxed vamp or pump, including foxing	.21
Foxings; four pieces to a pair	.18
Oxford or strap quarters	.18
Simplex machine:	
Two to a pair	.06
Four to a pair	.09
Six to a pair	.10
Eight to a pair	.12
Lining-making:	
Short and long seams on low-cuts and pieced top and side stays	.09
Half toe lining or side seams on whole toe lining	.21
Whole toe lining	.21
Colonial tongues	.21
Non-slips; Nos. 1, 2, 2-A; 2-B, 5, 6	.24
Bobbin machine; extra:	
Two seams to a pair	.015
Four seams to a pair	.03
Lap seams; extra	.03
Holding back tongue and strap when they interfere with the making of seams; no extra.	
Labels, one to a pair:	
All cut and turned	.18
Including cutting, trimming and turning	.24
Labels, inlaid or window	.27
Siding-up blucher linings after vamping:	
Post machine	.36
Flat machine	.54
Siding-up leather linings after being top-stitched:	
Two rows, single-needle	.27
Two rows, double-needle	.30
Centering, if done	.06
Double-needle on linings; extra	.03
Cementing-on stays by hand (with cement or glue):	
Vamps, stays; two to a pair	.075
Blucher stays; four to a pair	.09
When operator has to mark sizes or matchmark:	
Two to a pair	.025
Four to a pair	.045
Oxford side stays	.11
Cementing tape on imitation tip	.09
Cementing small stays on strap shoes for buttons or buckles:	
Two to a pair	.075
Four to a pair	.09
Cementing inlays:	
Two piece to a pair	.10
Four pieces to a pair	.20
Cementing tufsta:	
Two pieces to a pair	.10
Four pieces to a pair	.18
Cementing two parts together for cut-out after being top-stitched	.10
Cementing four parts together for cut-out after being top-stitched	.20
Making covers:	
Back or front seam in oxford covers; two seams to a pair	.09
Circular-vamp seam	.15
Bobbin machine; extra per two seams	.015
Taping on Prime machine (no trimming required as machine cuts the tape):	
Vamp throat or imitation tip; two pieces to a pair	.06
Circular vamps, circular foxings, oxford tops, straight quarters, tops of gore quarters or strap quarters; two pieces to a pair	.09
Seamless pumps; two pieces to a pair:	
Done open all around	.12

Per 36 Pairs

Done closed all around . . . . .	\$0.15
Strap quarter, taped from the heel seam to the top of the strap . . . . .	.12
Oxford top and front . . . . .	.12
Imitation brogue or hook foxing with double curve . . . . .	.12
Quarters done separate; four pieces to a pair . . . . .	.12
Sewing on buckles:	
Old-style zigzag machine:	
One-strap . . . . .	.36
Two-strap . . . . .	.54
Three-strap . . . . .	.72
New Singer machine:	
One-strap . . . . .	.18
Two-strap . . . . .	.27
Three-strap . . . . .	.36
Sewing on buttons:	
Singer machine:	
One-strap . . . . .	.09
One-strap, two buttons . . . . .	.12
Two-strap . . . . .	.14
Three-strap . . . . .	.16
Pearl or Milo loose-rivet or glass-rivet buttons on Singer machine:	
One-strap . . . . .	.11
One-strap, two buttons . . . . .	.14
Two-strap . . . . .	.16
Three-strap . . . . .	.21
Cementing for machine pressing (by hand or machine):	
Straight tips . . . . .	.04
Cylinder vamps, including heels . . . . .	.09
Circular and brogue vamps . . . . .	.05
Oxford tops . . . . .	.04
Oxford fronts . . . . .	.04
Oxford fronts, done single . . . . .	.045
Oxford tops, done single . . . . .	.045
Oxford tops and fronts . . . . .	.06
Blucher fronts . . . . .	.045
Blucher top and front . . . . .	.075
Pump, including heels . . . . .	.075
Vamp lines . . . . .	.045
Backstays . . . . .	.045
Eyelet-tie and Theo-tie tops . . . . .	.06
Vamp throats . . . . .	.03
One-strap quarter:	
Heel seam to end of strap . . . . .	.06
Top and all around strap to vamp line, straight and curved . . . . .	.12
Two-strap quarter:	
Done the same as two-strap . . . . .	.12
Top and all around strap to vamp line, straight and curved . . . . .	.21
Three-strap quarter; top and all around strap to vamp line, straight or curved . . . . .	
Circular foxing . . . . .	.045
Hook foxing . . . . .	.045
Brogue foxing . . . . .	.045
Finger or straight foxing . . . . .	.045
Rubbing seams by machine:	
All seams on outsides or linings . . . . .	.055
Cloth seams; extra . . . . .	.02
Wetting seams . . . . .	.015
Rubbing seams by hand:	
All seams on outsides or linings . . . . .	.065
Cloth seams; extra . . . . .	.02
Wetting linings; extra . . . . .	.015
Stitching tongue linings:	
Oxfords, held on . . . . .	.15
Oxfords, cemented on . . . . .	.12

## Toe closing:

Polish boot or oxford	\$0.15
Polish boot or oxford, including holding tongue	.21
On Polish or blucher tongues, when tongues are lined and the lining extends down over the toe lining and toe closer has to fit in the tongue lining; same price as holding-in tongue.	

## Trimming:

## Buttonholes:

One-strap	.06
Two-button one-strap	.10
Three-button one-strap	.14
Two-strap	.10
Three-strap	.18

## Buckles, after zigzag machine:

One-strap	.10
Two-strap	.18
Three-strap	.25

## Buttons, after Reece or old-style Singer machine:

One-strap	.06
Two-button one-strap	.10
Three-button one-strap	.14
Two-strap	.10
Three-strap	.18

## Boots, oxfords or pumps, after being top-stitched or pump-stitched:

Four ends to a pair	.06
Eight ends to a pair	.12
Twelve ends to a pair	.18

## Blucher quarters for vampers:

One cut	.07
Two cuts	.10

## Sides of vamps after being vamped, on shoes that are fitted flat

.12

## Hand pressing, including cementing:

Straight tips	.135
Circular vamps, including cutting	.30

## Vamp sides and wings:

Corner notched	.36
Corner not notched	.42

## Vamp throats

.30

## Oxford top, done alone

.24

## Oxford front, done alone

.18

## Oxford top and front

.42

## Eyelet ties and blucher oxford, top and front

.52

## Blucher-oxford top, alone

.24

## Blucher-oxford front

.28

## Vamp line

.285

## Circular overlap

.50

## Circular foxing

.25

## Hook foxing, open or closed

.34

## Oxford backstays, four inches and under

.24

## One-strap quarter:

## Heel seam to end of strap

.39

## All around

.64

## Two long and two short straps as No. 14 chart, flapper strap

.64

## Circular vamp and throat collar:

## Outside

.30

## Inside

.30

## All Sally vamp, no ends

.60

## Small tongue, no point

.27

## Large Colonial tongue; one point, not notched

.36

## Pressing heels including cementing; backing up

.12

## Pressing down heel seams, both sides, including cementing

.06

## Extras:

Suede, buck, fabric or metal cloth, if laid out; per point, \$0.03.

Facing shoes if required

.06



Per 36 Pairs

Unskived work:	
Carrying own backing . . . . .	\$0.03
Backed the second time . . . . .	.06
Wetting reptile to soften leather . . . . .	.06
Tying separate sizes on narrow collars and small tabs . . . . .	.06
Round corners, extra over square on straps; four to a pair . . . . .	.06
Points as ends of straps, not notched, including cutting turnover; two to a pair . . . . .	.06
Points as ends of straps, notched . . . . .	.03
Cutting by machine presser; per pair of clusters, counting clusters on one shoe only . . . . .	.03
Narrow condition, 6/16-inch or under on collars; one-third of base price (measuring before pressing).	
Making points, slashed not notched; two to a pair . . . . .	.05
Narrow condition on straps, 6/16-inch or under on strap quarter before pressing . . . . .	.03
Machine pressing; one-sixth less than hand-pressing price.	
French-cord pressing, including snipping:	
Seamless or Regent pump . . . . .	.52
Vamp throat . . . . .	.20
Circular vamp . . . . .	.31
Eyelet ties and blucher-oxford quarter . . . . .	.52
One-strap quarter . . . . .	.60
Theo tie . . . . .	.75
One-strap pump, including all extras . . . . .	1.08
Oxford or gore-pump tops, flat . . . . .	.34
Tongues . . . . .	.24
Sally vamp . . . . .	.55
One-strap Sally . . . . .	1.42
Regular oxford quarter . . . . .	.45
Closed or plug oxford . . . . .	.66
Ends of quarter on open-shank shoes . . . . .	.15
Extras:	
Narrow straps or separate collars 5/16-inch or less in width, including trimming if necessary . . . . .	.06
Turning ends over, one end to a shoe . . . . .	.03
Extra projection or short end of strap; two to a pair . . . . .	.09
Extra strap, two to a pair, long . . . . .	.18
Extra length of strap over six inches, including both straps; each inch . . . . .	.08
(Explanation: this does not include ends of straps or points at vamp line. These are included in base price)	
Waves or inverted points . . . . .	.06
Marking by hand:	
Imitation tip marked with a tip pattern . . . . .	.09
Imitation tip marked with a vamp pattern which has to be fitted on and marked in a slot . . . . .	.09
Oxford side stays . . . . .	.09
Foxings:	
Circular . . . . .	.10
Hook . . . . .	.14
Brogue . . . . .	.14
Pointed foxing or pointed hook foxing . . . . .	.18
Top and front of oxford . . . . .	.15
One row, top, and one row up strap . . . . .	.15
Circular vamp, one row . . . . .	.14
Vamp throat, one row . . . . .	.11
Imitation shield . . . . .	.10
Imitation half-wing . . . . .	.12
Imitation full-wing or brogue . . . . .	.14
Marking by machine:	
Vamps or two pieces to a pair . . . . .	.075
Quarters or four pieces to a pair . . . . .	.15
Marking cut-outs by hand; number of cut-outs per pair:	
Two . . . . .	.10

	Per 36 Pairs
Four . . . . .	\$0.18
Six . . . . .	.26
Eight . . . . .	.34
Ten . . . . .	.37
Twelve . . . . .	.40
Fourteen . . . . .	.43
Sixteen . . . . .	.46
Eighteen . . . . .	.49
Twenty . . . . .	.51
Twenty-two . . . . .	.54
Twenty-four . . . . .	.57
Twenty-six . . . . .	.60
Twenty-eight . . . . .	.63
Thirty . . . . .	.66
Thirty-two . . . . .	.67
Thirty-four . . . . .	.70
Forty . . . . .	.73
Blacking cut-outs; number of cut-outs per pair:	
Two . . . . .	.09
Four . . . . .	.17
Six . . . . .	.25
Eight . . . . .	.33
Ten . . . . .	.36
Twelve . . . . .	.39
Fourteen . . . . .	.42
Sixteen . . . . .	.45
Eighteen . . . . .	.48
Twenty . . . . .	.51
Twenty-two . . . . .	.54
Twenty-four . . . . .	.57
Twenty-six . . . . .	.60
Twenty-eight . . . . .	.63
Thirty . . . . .	.66
Thirty-two . . . . .	.69
Thirty-four . . . . .	.72
Forty . . . . .	.78
Blacking edges:	
Circular vamp . . . . .	Bunches \$0.06      Singles \$0.09
Cylinder vamp . . . . .	.09      .12
Foxings; four to a pair . . . . .	.06      .09
Backstays . . . . .	.03      .09
Tips . . . . .	.03      .06
Wing tips . . . . .	.06      .09
Polish top and front, after top stitcher . . . . .	Singles \$0.12
Polish front alone, after top stitcher . . . . .	.07
Plain pump . . . . .	.12
Oxford tops . . . . .	.09
Ball straps, both sides . . . . .	.09
Blacking edges after top-stitching with different-color lining; done single, extra . . . . .	.09
Polish or oxford top and front, after top stitcher . . . . .	.12
Theo tie after pump stitcher . . . . .	.18
One-strap shoe after pump stitcher . . . . .	.20
Two-strap shoe after pump stitcher . . . . .	.34
Three-strap shoe after pump stitcher . . . . .	.42
Theo-tie quarters after top stitcher . . . . .	.12
One-strap quarter after top stitcher . . . . .	.10
Two-strap quarter after top stitcher . . . . .	.24
Three-strap quarter after top stitcher . . . . .	.32
Vamp collars . . . . .	.17
Quarter collars; four to a pair, bottom . . . . .	.14
Vamp lines, boot or oxford . . . . .	.09
Cementing by machine for French cord:	
Vamps, gore quarters or straight quarters, tongues; two pieces to a pair . . . . .	Per 36 Pairs .00
Theo-tie quarters, blucher oxford . . . . .	.00

	Per 36 Pairs
One-strap quarters . . . . .	\$0.12
Sally vamp . . . . .	.12
Plain pump . . . . .	.12
Theo tie, vamped all around . . . . .	.15
One-strap shoe, vamped . . . . .	.18
Two-strap shoe or one-strap Sally, vamped . . . . .	.24
Suede; extra . . . . .	.03

## Extras:

## Samples:

One-pair lots; double price.

Over one pair, up to and including 12 pairs; 1½ price.

Over 12 pairs; 25% over regular price or 1¼ price.

Small lots, six pairs or under; 1½ price.

## Combination lots:

## Handling two parts:

Stitching on backstays; any kind of held-on work on fancy or foxing stitching; making linings; pump stitching; vamping; tip stitching; top stitching; closing-on; any turned work or bound work:

Two widths . . . . .	.03
Each additional width . . . . .	.03

## Handling one part:

Binding, imitation or French; stitching cut-outs; any kind of fancy stitching not held on; ironing tape; marking cut-outs and designs; hand pressing; French-cord or machine pressing; perforating on feed or Knight machine; skiving; taping, trimming; buckling; barring; buttonhole operating; buttonhole finishing; buttoning; closing; staying; cementing for machine pressing; cementing stays, inlays or reinforcements; eyeletting; lacing; lining vamps; marking; Eureka marking; rubbing seams; stamping linings; sewing buttons; toe closing; lining tongues; turning:

Two widths . . . . .	.015
Each additional width . . . . .	.015

Blacking; cementing tape and cementing for French-cord pressing; cementing cut-outs; trimming; buckling; barring; buttonhole operating or button sewing; buttoning; cementing for machine pressing: no extra when the work is not tied up or there is no bother or interference.

## Hour rates:

Class 1. Fancy stitching; pump stitching; all-round stitching on samples; vamping; French-cord stitching; French-cord pressing; machine piping; stripping; binding . . . . . \$0.70

Class 2. Dinking; eyeletting; lining making; hand pressing; machine pressing; skiving; perforating; hand piping . . . . . \$0.60

Class 3. Closing; staying; barring; stamping linings; zigzag stitching on linings only . . . . . \$0.45

Class 4 (table work). Blacking; buttoning up buttons, buckling up buckles; cementing backing by hand; cementing backing by machine; cementing stays by hand or machine; cementing for machine pressing by hand; ironing tape or backing; lining-in vamp; marking; marking for buttons; marking for fancy stitching, hand or machine; hand markings on linings; backing; rubbing seams by hand; trimming; trimming buckles after zigzag machine; interlacing; Ensign lacing; Eureka marker . . . . . \$0.375

## SKIING DEPARTMENT

	Per 36 Pairs
<b>Foxings:</b>	
Circular foxing . . . . .	\$0.08
Hook foxing, top . . . . .	.105
Brogue foxing . . . . .	.105
Straight foxing, top . . . . .	.105
Ends of foxing, four to a pair, alone . . . . .	.05
<b>Vamp toes:</b>	
Straight . . . . .	.05
Circular . . . . .	.08

Brogue . . . . .	\$0.105
Straps:	
Sides, two to a pair; two long, not over 6 inches . . . . .	.105
Sides, two to a pair; two short, not over 3 inches . . . . .	.05
Ends round, four to a pair . . . . .	.05
All around including ends . . . . .	.235
Tips:	
Straight . . . . .	.05
Shield . . . . .	.08
Half-wing . . . . .	.09
Brogue . . . . .	.105
Wing . . . . .	.118
Diamond . . . . .	.08
Backstays:	
Straight backstays, sides four inches . . . . .	.08
Straight backstays, tops . . . . .	.026
Straight backstays, bottoms . . . . .	.026
Bottle backstays . . . . .	.08
Fish-tail backstays . . . . .	.105
Tongues:	
Plain tongue with ends . . . . .	.105
Flanged blucher tongue, top and bottom . . . . .	.18
Colonial tongue, no point . . . . .	.13
Pointed Colonial tongue . . . . .	.1575
Sides, plain tongue . . . . .	.08
Straight bottom . . . . .	.026
Pointed bottom . . . . .	.05
Curved bottom . . . . .	.05
Flanged bottom . . . . .	.08
Quarters:	
Step-in quarter, top . . . . .	.08
Oxford top . . . . .	.08
Polish or button, top . . . . .	.08
Regent quarter, top . . . . .	.13
Theo tie, quarter . . . . .	.13
One-strap quarter, all around . . . . .	.235
One-strap quarter, no ends . . . . .	.21
Two-strap quarter, all around . . . . .	.50
Two-strap quarter, no ends . . . . .	.446
Three-strap quarter, all around . . . . .	.76
Three-strap quarter, no ends . . . . .	.68
Button-flies:	
Top . . . . .	.026
Front . . . . .	.065
Ends . . . . .	.026
Side stays:	
Polish top . . . . .	.06
Polish front . . . . .	.118
Polish end . . . . .	.05
Oxford top . . . . .	.08
Oxford front . . . . .	.05
Oxford end . . . . .	.05
Saddles:	
Saddle quarter, front . . . . .	.08
Saddles, sides . . . . .	.08
Collars:	
Straight top . . . . .	.08
Straight bottom . . . . .	.08
Oxford top . . . . .	.144
Oxford bottom . . . . .	.144
Vamp collar, outside . . . . .	.105
Vamp collar, inside . . . . .	.087
Throat collar, outside . . . . .	.087
Throat collar, inside . . . . .	.065
Brogue collar, outside . . . . .	.109



Per 36 Pairs

Brogue collar, inside . . . . .	\$0.105
all straps:	
Top . . . . .	.05
Bottom . . . . .	.08
vamp lines:	
Circular vamp-throat . . . . .	.06
Circular vamp . . . . .	.08
Seamless vamp . . . . .	.13
Three-quarter vamp and foxing . . . . .	.144
Brogue vamp . . . . .	.105
vamp lines:	
Straight or curved . . . . .	.08
Oxford or Polish, including round corners . . . . .	.105
Overlaps . . . . .	.105
fronts:	
Polish oxford . . . . .	.08
Blucher oxford, top and front . . . . .	.105
Polish or button . . . . .	.118
Blucher . . . . .	.144
bottoms:	
Polish or button, quarter . . . . .	.105
extras:	
Round corners, four to a pair, when done with operations (this extra does not apply when the top and front of an oxford are done together or a Polish top and front are done together) . . . . .	.025
Points, two to a pair . . . . .	.025
(A point is considered to be either a combination of a curve and stop or a point at the inside of a right-angle turn. Square corners are not considered points)	
Cloth, leather, satin or canvas which is backed to the edge; extra on vamp toes, tips or foxings, two to a pair . . . . .	.0075
Polish or oxford tops or fronts; vamp lines, cylinder circular, three-quarter vamps, seamless vamps, backstays, foxing, quarters . . . . .	.015
Tying in sizes, small straps or collars . . . . .	.05
Narrow conditions on collars or detached straps under 7/16-inch in width, either two or four to a pair; one-third of base price extra. In case of cut-out in strap or collar, narrow conditions must extend ¾-inch or more in order to be paid for.	
When skiving around any pattern the price for which would be made up of a combination of different lines; \$0.015 per 36 pairs shall be deducted for each line after the first one.	
Short straps when done with other operations, not over 1½ inches long . . . . .	.05
Two long straps when done with other operations, not over 4½ inches long . . . . .	.105
Two- or three-strap quarters; front of first strap and back of last strap the same as one-strap.	
Extra length on attached straps; each inch . . . . .	.025

## LASTING DEPARTMENT

McKay:	Per 36 Pairs
Putting up work (including innersole and upper on rack) . . . . .	\$0.10
Tacking innersole by machine; two or three tacks . . . . .	.12
Assembling by machine (including papers in heel-seat or chalking last)	.42
Slipping innersole; extra . . . . .	.06
Long counter on inside; extra . . . . .	.06
Pulling-over by machine (including putting in box toes and centering)	.45
Pasting or wetting linings; extra . . . . .	.06
Increases; extra . . . . .	.09
Wetting water box by hand; extra . . . . .	.06
Wetting water box by machine; no extra.	
Consolidated machine, side lasting (including all extras) . . . . .	1.05
Consolidated machine, all around (including all extras) . . . . .	1.35

	Per 36 Pair
Where heel-seats are omitted; deduction from regular price	\$0.10
Bed lasting, toe only (including centering, tacking toes or cementing)	.90
Cementing toes when tacked; extra	.06
Pulling side tacks; extra	.03
Bed lasting, heel and toe (including centering and tacking toes or cementing)	1.20
Cementing toes when tacked; extra	.06
Pulling side tacks; extra	.03
Heelseat lasting (including hand iron and hand pincers)	.20
Pounding after Consolidated machine	.18
Pounding after bed machine	.16
Tacking shanks, two tacks	.10
Tacking shanks, one tack	.08
Tacking prong shanks	.08
Tacking fillers	.06
Sole-laying	.30
Lifting flaps; extra	.04
Nailing toes	.09
Pulling last by machine; including cutting strings, unbuttoning, unbuckling one strap and pulling back tack	.12
Pulling last by hand; including cutting strings, unbuttoning, unbuckling one strap and pulling back tack	.15
Pulling last by machine; including cutting strings, unbuttoning, unbuckling one strap	.11
Pulling last by hand; including cutting strings, unbuttoning, unbuckling one strap	.13
Unbuckling each strap above one; extra	.02
Throwing away last	.03
McKay-sewing, women's regular work:	
2½ to 4 stitches to inch	.42
4½ to 5 stitches to inch	.48
Sewing around pointed or receding toe; extra	.06
This extra applies only to model S and Sheehan & Egan.	
Cementing channels by hand and sizing-out	.13
McKay levelling or beating-out (including wetting, thumbing and using hammer on toe)	.33
Lifting flaps when required; extra	.03
Using long stick; extra	.06
Sponging sole	.03
Feather-edging by hand; extra	.18
<b>Welts:</b>	
Putting up work (including innersole and upper on rack)	.10
Tacking innersole by machine, four or five tacks	.12
Assembling by machine (including chalking last and papers in heel-seat)	.42
Long inside counter	.06
Pulling-over by machine (including putting in box toes and centering)	.45
Staple side-lasting, including extras	.75
Side-lasting, Consolidated machine, and extras	.60
Bed lasting, heel and toe; patent and other leathers and fabrics, including centering	1.20
Bed lasting, heel and toe; kid or cabaretta, including centering	1.12
Upper-trimming by hand	.10
Pulling bottom tack by hand	.08
Pulling bottom tack by machine	.10
Pulling four side tacks by hand	.07
Assembling, pulling and side-lasting by hand; including tacking innersole	.05
<b>Compo:</b>	2.52
Putting up work (including innersole and upper on rack)	.10
Tacking innersole by machine, two or three tacks	.12
Assembling by machine (including paper in heelseat or chalking last)	.42
Slipping innersoles; extra	.06
Long counter on inside; extra	.06

Per 36 Pairs

Pulling-over by machine (including putting in box toes and centering)	\$0.45
Pasting or wetting linings; extra	.06
Increases	.09
Wetting water box by hand; extra	.06
Consolidated side-lasting (including all extras)	1.05
Straight compo, Consolidated side-lasting	1.15
Staple side-lasting (including all extras)	1.15
Bed lasting, toe only (including centering and tacking toes or cementing)	.90
Cementing toe when tacked; extra	.06
Pulling side tacks; extra	.03
Bed lasting, heel and toe (including centering and tacking toes)	1.20
Cementing toe when tacked; extra	.06
Pulling side tacks; extra	.03
Heelseat lasting (including hand iron and hand pincers)	.20
Upper trimming and pulling innersole tacks by machine)	.16
Trimming uppers	.11
Pulling innersole tacks by machine	.07
Pulling innersole tacks by hand	.09
Pounding (including rolling tacks or staples)	.16
Rolling all tacks or staples separate from pounding machine	.06
Pounding toes only	.12
Snapping toe on belt knife	.06
Pulling toe tacks by hand	.07
Marking shanks by hand	.10
Roughing forepart by machine	.17
Roughing shank by machine	.18
Roughing forepart and shank by one machine	.30
Gouging shanks	.07
Tacking shanks, two tacks	.10
Tacking shanks, one tack	.08
Cementing bottom by machine	.18
Cementing bottom by hand	.22
Cementing bottom by machine and filler	.23
Cementing bottom by hand and filler	.24
Laying filler by hand	.05
Laying filler, hot roll	.12
Tacking soles on staple tacker machine; Cuban	.15
Tacking soles on staple tacker machine; Louis	.18
Laying sole on conveyor, including solvent (Bresnahan)	.38
Laying sole on conveyor, United	.30
Applying solvent on United	.09
Pulling last by machine, including cutting strings, unbuttoning, unbuckling one strap and pulling back tack	.12
Pulling last by hand, including cutting strings, unbuttoning, unbuckling one strap and pulling back tack	.15
Pulling last by machine, including cutting strings, unbuttoning, unbuckling one strap	.11
Pulling last by hand, including cutting strings, unbuttoning, unbuckling one strap	.13
Extra for each strap above one	.02
Wiping counters; extra	.03
Throwing away lasts	.03
Tacking; two straps to a pair	.09
Tacking; two additional straps to a pair	.06
Toe plugging; extra	.06
Trimming shanks with upper-trimming machine	.07
Pulling bottom tacks by machine	.06
Pulling bottom tacks by hand	.09
Trimming toes	.06
Pulling toe tacks by hand	.07
Rolling staple on shanks	.06
Cementing uppers on forepart	.12
Stapling forepart	.14

Side-lasting on staple machine; shanks only, forepart cemented	Per 36 Pa
Trimming uppers by hand (all compo)	\$1.10
Pulling tacks by machine	.40
Samples; price and one-half.	.20
Hour rate; per hour (lasters, bed lasters, pullers and assemblers)	\$0.80
All hour work, unskilled	.40

### MAKING DEPARTMENT (Including Finishing)

#### McKay and Compo:

Re-lasting	Per 36 Pa
Edgetrimming (including all extras, all colors, all materials)	\$0.15
Edgesetting one setting (including blacking, all extras, all colors, all materials)	.70
Edgesetting, two settings (including blacking and filling, all extras, all colors, all materials)	.64
Edgetrimming forepart only; two-thirds edgetrimming price.	.70
Edgesetting forepart, one setting; two-thirds of one-setting price.	
Edgesetting forepart, two settings; two-thirds of two-setting price.	
Breast-scouring	
Buffing	.14
Buffing feather or French edges	.22
Naumkeaging shank, including using guard	.26
Naumkeaging feather-edge forepart; extra	.27
Naumkeaging French-edge forepart; extra	.09
Naumkeaging shoe all over and using guard	.05
Painting bottoms	.32
Bleaching	.21
Polishing bottom with wax and Kenauba	.09
Blacking full bottom	.14
Rolling black bottom on roll, shank brush, finishing brush	.15
Pulling second last	.36
Stripping forepart	.07
Stripping heel to heel	.11
Birdseye, two dots to a pair	.16
Birdseye, four dots to a pair	.05
Wheeling, straight	.075
Every additional line after the first line	.07
Wheeling edges	.04

#### Welts:

Welting, leather innersole	.72
Welting, Economy innersole	.63
Welting; right-and-left counters, long leather innersole; extra	.06
Inseam-trimming by machine	.18
Inseam-trimming by hand	.24
Butting and tacking welts	.06
Beating welts	.08
Tacking shanks, two tacks	.09
Filling bottoms	.09
Cementing bottoms by hand	.09
Cementing bottoms by machine	.05
Cementing sole by machine	.04
Cementing sole by hand	.06
Wetting soles	.04
Laying soles	.16
Roughrounding	.30
Goodyear Rapid stitching	.72
Cementing channels	.07
Turning-up channels	.07
Laying channels	.07
Levelling, regular work including hammering toes and butts:	
Single roll	.35
Double roll	.27
Reducing shank	.07



	Per 36 Pairs
Breaking-down shanks	\$0.07
Edgetrimming (uncovered fancy color of delicate nature, including all extras, all colors, all materials)	.74
Edgesetting, one setting; including blacking (uncovered fancy color of delicate nature, including all extras, all colors, all materials)	.70
Edgesetting, two settings; including blacking and filling (uncovered fancy color of delicate nature, including all extras, all colors, all materials)	.74
Wood-heeling Cubans (one man)	1.05
Finishing department; welts:	
Buffing	.22
Naumkeaging, all over	.26
Bleaching forepart	.06
Bleaching full bottom	.09
Painting bottom	.21
Polishing bottom with wax or Kenauba	.14
Cutting shanks	.06
Fancy-cutting shanks	.10
Blacking shank	.15
Blacking full bottom	.15
Rolling black bottom on roll, shank brush and finishing brush	.36
Shank only	.24
Wheeling, straight	.07
Wheeling, every additional line after the first line	.04
Birdseye, two dots to a pair	.05
Birdseye, four dots to a pair	.075
Stripping forepart	.11
Stripping full bottom	.16
Re-lasting	.15
Pulling second last	.07
Pulling last by hand; including cutting strings, unbuttoning, unbuckling one strap and pulling back tack	.15
Pulling last by hand; including cutting strings, unbuttoning and unbuckling one strap	.13
Samples, price and one-half.	
Hour rate; skilled operations, \$0.80.	
Hour rate; unskilled operations, .40.	

## HEELING DEPARTMENT

Leather heels:	Per 36 Pairs
Heelseat-nailing; off the last	\$0.10
Heelseat-nailing; on the last	.12
Model-B Machine, double nailing; 17/8 and under:	
Off the last	.60
On the last	.66
(Each of the two foregoing prices to be divided as follows: 5/12 to the baser; 7/12 to top decker)	
Single-nailing, including rubber tops; 15/8 and under:	
Off the last	.36
On the last	.42
Extra for leather or Uskide top	.06
Pettingell or National, single-nailing; including rubber top, 15/8 and under, off the last	.45
Slugging; seven slugs or under:	
Off the last	.10
On the last	.12
Shaving; Ultima machine:	
17/8 and under	.42
18/8 and over	.48
13/8 and under	.36
Breasting:	
On or off the last:	
13/8 and under:	
No. 6 knife up	.15
No. 4 or No. 5 knife; extra	.03

	Per 36 Pa
14/8 to 17/8, No. 4 or No. 5 knife	\$0.24
On the last, Nos. 3-159-2-x, 4-1362-x knives	.30
18/8 and over; extra	.03
Louis heels; Hamel or U.M.C., 17/8 (not to include scalloping)	.21
Breast scouring; cone or Freeman machine:	
No. 6 knife or over	.10
No. 4 knife; extra	.03
Nos. 3-159-2-x, 4-136-x knives	.30
Louis heels	.30
Heel scouring:	
Rough scouring; one wheel:	
13/8	.18
14/8 to 17/8	.27
18/8 and over; extra	.03
Rough and smooth scouring; two wheels:	
13/8 and under	.27
14/8 to 17/8, including Louis heels	.36
Second scouring:	
13/8 and under	.18
14/8 to 17/8	.27
18/8 and over; extra	.03
Putting on Scourene	.08
Putting on veneer:	
First coat	.08
Second coat	.09
To a line where rubber top is used	.12
Slicking heels:	
13/8 and under	.12
14/8 and over	.18
Scalloping, rotary machine	.10
Lining up	.10
Putting on coat of blacking	.09
Heel-burnishing:	
13/8 and under	.30
14/8 to 17/8	.36
18/8 and up; extra	.03
Blocking; one-third of shaving price.	
Pricking heels	.06
Re-lasting	.15
Wetting linings	.06
Samples: price and one-half.	
Hour work; \$0.80.	
Wood-heeling:	
Fitting by hand, on or off last (including pricking and pounding)	.78
Fitting by machine, on or off last (including pricking and pounding)	.45
Rasping by machine	.12
Rasping by hand	.18
Cementing by hand	.14
Sticking up flap, wetting, boning and cutting top-lift and pounding heelseat	.72
Trimming flaps by machine	.14
Trimming flaps by hand	.24
Finishing whole job (one man)	1.50
Fitting and finishing (one man)	2.52
Fitting Cubans, on or off last (including pricking and pounding) by hand	.75
Pounding counters and jointing, Cubans	.18
Screw-attaching machine, including gluing	.36
Nailing, automatic machine, off the last	.15
Gluing; extra	.03
Nailing, heel attached (automatic machine)	.12
Nailing, Alpha machine	.24
Gluing; extra	.03
Removing screw	.06

	Per 36 Pairs
Full continental or boulevard heel; extra for sticking up flap	\$0.18
Matchmarking, if required	.18
Trimming breasting of heels, if required	.18
Hour work; all skilled, \$0.80.	
Hour work; unskilled.	.40.

## TREEING AND PACKING DEPARTMENT

Ironing:	
White kid, white cabaretta, white satin or all suede, uncovered:	\$2.00
White kid or cabaretta, or all suede; covered and hand-brushed	1.80
White satin, covered	1.65
Genuine and imitation reptile; cleaned and dressed if required	1.30
Bronze kid; by the hour.	
All others	1.65
Hour rate; \$0.80.	
Following is a list of the operations to be performed in doing the work for which the price is established on the foregoing items:	
Ironing; on all shoes except suede, nubuck, satin and fabrics.	
Cleaning; on all shoes, wet or dry.	
Dressing; one coat of shellac, wax or dope dressing on all shoes requiring dressing.	
Polishing; on patent leather and all shoes where wax, polish or dope is applied.	
Oil or water stains to be removed by repairer.	
All edges to be brushed for treers.	
Extra coat of dressing	18
Samples; price and one-half.	
Combination when both leathers are worked on separately; two-thirds of the total price for each kind of leather.	
Ironing linings	18
Cutting covers:	
Cloth	36
Paper	36
Putting in sock lining and heel-pads	21
Putting in sock lining, no heel-pads	18
Packing by the piece; stamping boxes, sizing, putting in carton, inspecting	33
Lacing, one eyelet, and tucking in	.075
Buckling, one buckle	.075
Putting in sticks	.075
Cleaning linings	.075
Singeing	.075
Pressing counters by machine	20
Lacing and putting in acorns	.40
Lacing ribbons and putting in acorns	
	Per Week
Packing and repairing	\$19.50
Trimming by machine	18.00
Minor operations	14.80
Cutting cut-outs by hand:	
All around hole; 4 for \$0.01.	
Slit or shanked hole; 5 for \$0.01.	
Slitting on foreparts; 5 holes for \$0.01.	
Slitting shanks	27
Trimming by machine:	
Sides done with cut-outs	.07
Sides done separately	.09
All around throat to base of strap:	
With cut-outs	.10
Separately	.12
All around throat and up strap:	
With cut-outs	.12
Separately	.13
All around plain pump:	
With cut-outs	.14

	Per 36 Pair
Separately	\$0.15
Cut-outs; per 100, \$0.18.	
T-strap, open shank	.27
Stamping bottoms	.075
Without changing stamp, two stamps	.105
Embossing sock lining	.075
Without changing stamp, two stamps	.105
When stamp is changed; double price.	
Putting Fasenett on strap, putting strap through loop and buckling	.12
Cutting gores	.14
In all grades the percentage less than the regular piece price shall be as follows	
misses' shoes, 12½% less than the price for women's; children's and infants' shoes	
12½% less than the price for misses'.	

NOVEMBER 6, 1933

*In the matter of the joint application for arbitration of a controversy between the Dial Shoe Company of Lynn and employees. (106)*

The Board awards that the following prices shall be paid for operations on the shoe designated by the parties as a "\$4 seller," for the work as performed: [See decision of November 6—Shoe Manufacturers; Lynn, Boston, Chelsea.]

NOVEMBER 6, 1933

*In the matter of the joint application for arbitration of a controversy between Simeon Golomb, shoe manufacturer of Boston, and employees. (104)*

The Board awards that the following prices shall be paid for operations on the shoe designated by the parties as a "\$4 seller," for the work as performed: [See decision of November 6—Shoe Manufacturers; Lynn, Boston, Chelsea.]

NOVEMBER 6, 1933

*In the matter of the joint application for arbitration of a controversy between the Flexible Shoe Corporation of Boston and employees. (75)*

The Board awards that the following prices shall be paid for operations on the shoe designated by the parties as a "\$4 seller," for the work as performed: [See decision of November 6—Shoe Manufacturers; Lynn, Boston, Chelsea.]

NOVEMBER 6, 1933

*In the matter of the joint application for arbitration of a controversy between the Scott Shoe Company of Lynn and employees. (97)*

The Board awards that the following prices shall be paid for operations on the shoe designated by the parties as a "\$4 seller," for the work as performed: [See decision of November 6—Shoe Manufacturers; Lynn, Boston, Chelsea.]

## BENDER SHOE COMPANY—LYNN

NOVEMBER 10, 1933

*In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and packers. (83)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the condition under which it is performed, the Board awards that the Bender Shoe Company a Lynn was within its rights in discharging the employee in question.

## LIBERTY SHOE COMPANY—LYNN

NOVEMBER 10, 1933

*In the matter of the joint application for arbitration of a controversy between the Liberty Shoe Company of Lynn and ironers. (84)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the condition under which it is performed, the Board awards that the Liberty Shoe Company a Lynn was within its rights in discharging the employee in question.

## HARVARD SHOE COMPANY—BOSTON

NOVEMBER 16, 1933

*In the matter of the joint application for arbitration of a controversy between the Harvard Shoe Company of Boston and heelers. (105)*



Having considered said application and heard the parties by their duly-authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harvard Shoe Company at Boston, for the work as there performed:

Louis heel on Pajama sandal:		Per 36 Pairs
Fitting		\$0.85
Finishing		.80
Nailing		.24

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

### SHOE MANUFACTURERS—LYNN, BOSTON, CHELSEA SUPPLEMENTAL DECISION

NOVEMBER 23, 1933

The Board now awards that the decision of the Board dated November 6, 1933, the operation of which was suspended pending further investigation as to the classification of the factories involved, shall become effective as of November 27, 1933.

With these prices as a base, the Board further awards that the piece prices to be paid for operations on shoes designated as a "\$3 seller" shall be 15% less, and that the piece prices to be paid for operations on shoes designated as a "\$5 seller" shall be 15% more. The piece prices to be paid for operations on shoes designated as "\$2 seller" shall be 15% less than the prices to be paid for shoes designated as "\$3 seller."

### HARVARD SHOE COMPANY—BOSTON

NOVEMBER 24, 1933

*In the matter of the joint application for arbitration of a controversy between the Harvard Shoe Company of Boston and treers. (109)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the operation of treering in the factory of the Harvard Shoe Company at Boston on the Boudoir sandal is to be performed by the treers.

This decision, by agreement of the parties, is to take effect as of November 1933.

NOVEMBER 28, 1933

*In the matter of the joint application for arbitration of a controversy between the Harvard Shoe Company of Boston and lasters. (110)*

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harvard Shoe Company at Boston, for the work as there performed:

Pajama sandal:		Per 36 Pairs
Stapling heel		\$0.18
Re-lasting		.16

Report of the investigation of the labor controversy existing between the Ruth Shoe Company of Salisbury and employees for the purpose of determining who is mainly responsible or blameworthy for the existence or continuance of the same.

The Ruth Shoe Company, a Massachusetts corporation, has been engaged in the manufacture of women's shoes in Salisbury for approximately five years, with Benjamin Feigenbaum in charge.

A regular pay-roll of this company became due on Friday, March 10, but was not met by the company by reason of the so-called bank holiday. In this respect the company was in no different position from hundreds, if not thousands, of other employers throughout the state and country. There was no work on Saturday and on the employees returning for work on Monday they found a notice posted on the floor that the factory would not re-open until Wednesday. A representative of the employees testified that there was a rumor prevalent not only that the employees would not be paid but also that a further reduction in wages was to be put into effect. However, it does not appear that any of the employees made any inquiry or sought any information from the representatives of the company in respect to

either of such rumors, and the officials of the company in turn denied that a such reduction had been or was contemplated and, in fact, none was put into effect or attempted to be put into effect and the pay-roll was paid the next week. ( Wednesday morning it came to the attention of Mr. Feigenbaum that some of the employees, more particularly the wood-heel operators and some stitchers, were leaving the factory and on inquiry, on ascertaining that such was the fact, he ordered the machinery stopped and the factory closed. This was the beginning of the labor controversy.

At this time there was in progress a strike in the shoe factories in the adjoining city of Newburyport, with the result that some of the employees attending the meetings there invited one of the organizers to come to Salisbury, which he did attending a meeting of the striking employees on Friday, at which time he was requested to confer with Mr. Feigenbaum on their behalf. On Saturday he held a conference with Mr. Feigenbaum, during which Mr. Feigenbaum declined to recognize the union or have any business with their representative. Picketing and some disorder followed and about two weeks thereafter the company sought legal relief through a bill in equity, seeking among other things to restrain the defendant members of the Shoe Workers' Protective Union, from interfering with the company's business. An interlocutory decree was entered, but allowed peaceful picketing by not more than twelve persons.

The controversy continuing, the Board in the performance of its duty, not being able to secure an adjustment through conciliation or an agreement by the parties to arbitrate, held public hearings in Salisbury. At these hearings evidence was introduced by representatives of the striking employees and the company. Evidence was offered on the part of the employees not only as to the rate of compensation and earnings, which they contended were very low, but also among other things as to the unsanitary conditions, over-time and Sunday employment, both of men and women, and drastic cuts in wage rates with resultant low earnings, especially during the past eighteen months. Three of these cuts, it was stated, were a flat ten per cent., the fourth varying in amount; the last cut being made in January of this year. It appeared that at least on one occasion before putting into effect a reduction the matter had been discussed with the employees. Those in charge of the factory, including Mr. Feigenbaum and Morris Ashapa, in charge of the office, and the forewoman in charge of the stitching room and foremen in charge of the various other departments, together with the night watchman, also testified.

It was stressed that work had been illegally performed during rush periods in some departments on Sunday and also on secular days as well and that in many instances some of the employees had gone to work between four and five o'clock in the morning. With a few exceptions, those testifying on behalf of the company denied any knowledge thereof. It appears to the Board, after a survey of the situation, that the company through those in charge was not duly mindful of the laws and regulations governing employment, both as to over-time and Sunday, and in fact, that there had been more or less flagrant violations of the law, resulting in a few instances in prosecution and conviction. While the investigation of the Board would indicate in many instances that low wages were being earned, this was explained, in part at least, by the fact that for some time there had been a surplus of help, Mr. Feigenbaum stating that he employed many persons in excess of the number needed at the request of one of the town officials, and that there was a surplus of operatives was indicated by the ratio of production to help. In some instances where fair earnings were shown it was contended that this was the result of over-time work. However, evidence was presented indicating that in some instances at least earnings were fair.

It appeared that the company at one time had approximately 404 operatives in its employ. At the time of the labor controversy, however, they were employing 365 and at the time of the hearing it was testified that about 172 were employed and that very few of the striking employees had returned to work, and that this was all the employees the business would warrant giving employment to at that time. While the business of the company was interfered with for some time, work was soon resumed and carried on with a smaller crew, with the production somewhat impaired. The striking employees formed a local organization affiliated with the Shoe Workers' Protective Union, and since that time the strike has been conducted through this agency. It also appeared that in spite of the interlocutory decree there had been assaults and disturbances.

In determining under the statute which party is mainly responsible or blameworthy for the strike or its continuance it must be borne in mind that the striking employees were not altogether free from blame, especially for their rather hasty

tion on Wednesday in ceasing work without in any way attempting to verify the rumors heretofore referred to, and while undoubtedly the grievances above outlined, which extended over a period of several months, may have formed a background for unrest and dissatisfaction, nevertheless it seems apparent that the more direct cause for the labor controversy was the unfortunate situation and rumors accompanying the bank-holiday period, so-called, and the unusual unrest prevalent especially in the shoe industry, occasioned by the economic conditions and the tremendous over-production or under-consumption capacity, with the resultant cut-throat competition and the lowering of wage rates and earnings. However, as heretofore referred to, those in charge of the company's operations not only apparently did not appreciate and visualize this unrest but, in fact, were disregarding of the labor laws of the commonwealth and, to some extent, the rights of the employees to be protected as to reasonable hours, working conditions and wage rates.

Under these circumstances the Board is constrained to find that the company is mainly blameworthy for this labor controversy.

By the Board,

EDWARD FISHER

Chairman.

July 7, 1933



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